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Immersion • Investment • Inclusion

Filling the Skills Gap:

How immigrant skills can meet area workforce
needs

Study funded by The William T. Kemper Foundation, Commerce Bank
Trustee, under the direction of the International Institute of St. Louis

Alignment of Foreign-Born Talent and Workforce Needs

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What do foreign-born residents mean to St. Louis?

2000-2015

- STL MSA population grew 0.69%*
- STL MSA foreign-born population grew 55%

*Annual Estimates of the Resident Population: April 1, 2010 to July 1, 2016. United States Census Bureau.
Retrieved December 30, 2017.

Do skills match the workforce needs?

- 38% of foreign-born STL residents have a business, finance, art, science, or healthcare background
- 36% of grad students in science and engineering programs are visa holders*
- 2012-2017, 18% of all refugees in STL have STEM background

* Caren A. Arbeit and Peter Einaudi and Kelly H. Kang, National Center for Science and Engineering Statistics, March 2016

Do the skills match the workforce needs?

- 2014, >50% of companies had open STEM positions[^]
- 2.5 job openings per STEM graduate in 2016
- Through 2026, significant increase in STEM and healthcare job openings*

[^] 2015 State of the St. Louis Workforce Report, STLCC

*US Bureau of Labor Statistics, www.bls.gov, Missouri Economic Research and Information Center, Labor Supply and Demand Report 2016

What does all of this mean?

There is increasing need for skilled STEM and healthcare workers in our region

Many highly educated foreign-born residents are not utilizing their education and experience

In order for STL to grow economically, we need skilled workers to fill open positions

What is the region doing to address these issues?

- International Institute Center for Career Advancement (IICCA)
- St. Louis Mosaic Project
- Skilled Immigrant Integration Pilot (SIIP)

What can the region do to capitalize on foreign-born talent?

- Local and state government, industry, education and workforce systems must collaborate to address skill needs
- Welcoming and inclusive policies to utilize skills of foreign born

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