Missouri Youth Employment Trends

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2022 Local Employment Dynamics (LED) Partnership Workshop

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Missouri has an above average labor force participation rate for workers aged 16-19, but this rate has declined over the past decade.

- It's harder finding younger workers because:
  - Labor force participation among young people has declined both in the U.S. and in Missouri, and
  - There are simply fewer young people.

- The number of young people in Missouri’s labor force has declined by 15% over the past decade.
  - There is now 25,000 fewer young people in the Missouri workforce than there was a decade ago.

Youth employment has many benefits:
- Young people provide a source of labor for employers looking to fill part-time, low-wage, and often seasonal positions.
- It introduces young people to the world of work.
- It can allow young people to explore potential career options and then prepare themselves for those careers.
In 2020, almost 1 in 4 Missouri high school students entered the workforce upon graduating.

- Interest in 2-year degrees increased after recessions.
- In stronger economies students are more likely to pursue work.

Source: Missouri Dept. of Elementary and Secondary Education
Counties with higher educational attainment levels, often had a larger share of graduates attending 4-year institutions.

2020 Graduates Entering 4-year Institutions

<table>
<thead>
<tr>
<th>% Graduates (2020)</th>
<th>Missouri: 36.0%</th>
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<tbody>
<tr>
<td>Less than 18.7%</td>
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<tr>
<td>18.7% to 28.2%</td>
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<td>28.3% to 36.0%</td>
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<tr>
<td>Greater than 36.0%</td>
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</table>

Source: MO Dept. of Elementary and Secondary Education

2020 Graduates Entering 2-year Institutions

<table>
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<tr>
<th>% Graduates (2020)</th>
<th>Missouri: 25.0%</th>
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<tbody>
<tr>
<td>Less than 16.1%</td>
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<tr>
<td>16.1% to 24.9%</td>
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<tr>
<td>25.0% to 33.9%</td>
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<tr>
<td>Greater than 33.9%</td>
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Source: MO Dept. of Elementary and Secondary Education
Students graduating from schools in Southern MO were more likely to directly enter the workforce.

2020 Graduates Entering the Workforce

- Metro counties: 22.2%
- Nonmetro counties: 30.2%

Source: MO Dept. of Elementary and Secondary Education
There is a lot of youth employment found in sectors most impacted by the pandemic (e.g., retail, food service).

Youth (Age 14-18) Employment by Sector in Missouri

- Food service & accom.: 45.8%
- Retail: 25.6%
- Arts, Entertainment & Recreation: 5.4%
- Healthcare: 4.1%
- All others: 19.1%

Source: U.S. Census Bureau, Quarterly Workforce Indicators, Avg. of 4 Qtrs. (Q3 2020 to Q4 2021)

Youth (Age 19-21) Employment by Sector in Missouri

- Food service & accom.: 22.3%
- Retail: 25.5%
- Healthcare: 12.9%
- Prof. & Bus. Services: 12.9%
- Construction: 4.3%
- Manufacturing: 5.5%
- All others: 23.7%

Source: U.S. Census Bureau, Quarterly Workforce Indicators, Avg. of 4 Qtrs. (Q3 2020 to Q4 2021)
There are a variety of ways to engage young people

**THE RELATIONSHIP ZONE**

- **CAREER AWARENESS**
  - Learning about work
  - Activities introduce participants to the world of work and a variety of careers. Short-term interactions between a group of students and a professional partner provide a foundation for later work-based activities.
  - *Models:* Career fairs and career speakers.

- **CAREER EXPLORATION**
  - Learning about work
  - Activities are characterized by short-term interactions between a professional partner and a single participant, or small group of students.
  - *Models:* Mock interviews, job shadowing, and informational interviews.

- **CAREER PREPARATION**
  - Learning at work
  - Students apply their learning through a practical work (or work-like) experience. Activities are characterized by longer-term, direct interaction between participants and employers. Students build skills that are relevant for a variety of careers.
  - *Models:* Pre-apprenticeships, internships, and school-based enterprises.

- **CAREER TRAINING**
  - Training for work
  - Activities involve sustained interactions with an employer. In a career training work-based learning activity, participants master occupation-specific skills.
  - *Models:* Registered apprenticeships and youth apprenticeships.

- **Keys to high quality experiences:**
  - Connected experiences
  - Meaningful tasks
  - Adult-youth relationships
  - Time for assessment or reflection
  - Supportive services
  - Compensation


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Thank you. If you have questions, please contact me:

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