AND THE SURVEY SHOWS … MANUFACTURING ALIVE AND WELL IN ST. CHARLES COUNTY

ST. CHARLES COUNTY, MO -- Local manufacturers participated in a survey on the “state of manufacturing” in St. Charles County, and the consensus is: Manufacturing is alive and well! The survey was distributed by the Manufacturing Task Force of the St. Charles County Workforce Development Board in late 2016, and indicates that businesses are hiring for manufacturing jobs and seeing more technical training opportunities in the community.

“It is important for the community to know that manufacturing is growing in St. Charles County,” says Michael Hurlbert, chair of the task force and director of the County’s Community Development Department. “There are more people employed in manufacturing jobs in our community today than there were a decade ago, and that isn’t the case everywhere. We are definitely not in the norm, and that’s great news!”

Hurlbert says that because St. Charles County had a strong manufacturing base prior to the recession, recovery was faster than in many areas of the country. He said another contributing factor is the number of suppliers that came into the county as a result of the Wentzville General Motors expansion in 2014; those companies now are expanding themselves. Additionally, the community has been a regional leader in aerospace-defense manufacturing and has a strong and growing plastics sector, he says.

Results of the survey show that the top local manufacturing jobs available in the next two years are expected to be in assembly/production, engineering, computer numerical control (CNC) machining, quality/inspection, warehouse/shipping and receiving, sales and welders. To meet those needs as they arise, 62 percent of businesses that responded to the survey indicated they plan to hire full-time employees with benefits.

Asked about their areas of need for technical skills training, respondents identified SOLIDWORKS® 3-D CAD, AutoCAD®, CNC operation, machine maintenance, blueprint reading, electrical, forklift operation and welding, among others. This information is assisting the task force in connecting manufacturers with programs already available through local tech and vocational schools, as well as helping them determine what programs need to be developed.

The survey had a 20 percent response rate, and Hurlbert was pleased with both the quantity and quality of responses. “Feedback from the surveys, as well as from one-on-one meetings with manufacturers over the past nine months, has helped us make strategic planning decisions for the county,” he says. “We are making recommendations to manufacturers regarding training opportunities, about target marketing, and about planning, to help them continue to grow and prosper in St. Charles County.”

Since 2016, several major accomplishments in manufacturing can be cited, showing the community overall is in line with the task force goals and survey findings. Those accomplishments include:

-more-
St. Charles Community College’s recent purchase of the former Barat Academy facility in Dardenne Prairie, and its plans for expanded technical training

- Consideration of a countywide Centers for Advanced Professional Studies (CAPS) program by the five local St. Charles County school districts
- Opening of a second location in the EDC Business & Community Partners incubator in St. Peters this spring for Inventor Forge Makerspace, a creative ideas lab and creation space
- Growth and expansion of the Missouri State Technical College on the campus of Lewis & Clark Career Center in St. Charles
- Recognition of the Advanced Manufacturing Technology program at Ranken Technical College – Wentzville as a Department of Labor Registered Apprenticeship

“We can’t say it enough,” Hurlbert says. “Manufacturing is alive and well in St. Charles County, and we salute all the work of local businesses, educational institutions and civic groups that are moving the needle when it comes to technical training, technical careers and technical business success in the community. We’ll be celebrating more milestones during Manufacturing Day 2017 activities being planned for this fall. Stay tuned!”

To download a copy of the Manufacturing Workforce Survey Results and Recommendations, visit sccmo.org/workforce. Click on Manufacturing Workforce Report in the left column.

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Founded in 1812, St. Charles County is one of the fastest growing counties in Missouri, and the state’s third largest county in both population and economic share. St. Charles County consistently ranks one of the healthiest places to live in Missouri in the County Health Rankings report published by the Robert Wood Johnson Foundation and the University of Wisconsin Population Health Institute. It is home to 12 scenic county parks encompassing more than 2,800 acres with additional land under development and more in reserve for future development.

With a population of 385,840, St Charles County is home to large employers including General Motors, Citi, MasterCard Worldwide and Boeing. It is ranked among the top 25 counties in the nation in high-tech job growth by the Progressive Policy Institute and consistently has the lowest unemployment rate in the Metropolitan St. Louis area.

St. Charles County Government employs nearly 1,100 in more than 30 departments and offices, who work to make the county an excellent place to live, work and shop. For more information, please visit www.sccmo.org.
MANUFACTURING
Alive and Well in St. Charles County!

st.Charles County
Missouri author Mark Twain once said, “The rumors of my death are greatly exaggerated.” The same is true when it comes to the perception of American manufacturing in the 21st century ... especially in light of the global recession a decade ago.

By 2020, America is expected to unseat China and re-take its place as the most competitive manufacturing nation in the world, according to the 2016 Global Manufacturing Competitiveness Index from Deloitte Touche and the Council on Competitiveness. The U.S. continues to improve its ranking from 4th in 2010 to 3rd in 2013 to 2nd in 2016. That’s great news! And what’s even better?

**Locally, manufacturing is alive and well in St. Charles County!**

Manufacturing is the employment sector with the highest total annual wages in the community. It topped $1 billion in 2015, and final figures from 2016 are expected to repeat that impressive figure.

More people work in advanced manufacturing jobs today in St. Charles County than more than a decade ago. And that number is growing as existing companies expand and local entrepreneurs start new businesses.

From missiles and trucks to plastics and electronics, St. Charles County manufacturers make products used every day by consumers, companies and governments across America and around the globe.

### Wages in St. Charles County

2015 Industry Employment by Wages

<table>
<thead>
<tr>
<th>Industry</th>
<th>Wages</th>
</tr>
</thead>
<tbody>
<tr>
<td>Manufacturing</td>
<td>$1.01  billion</td>
</tr>
<tr>
<td>Local Government/Public Education</td>
<td>$603 million</td>
</tr>
<tr>
<td>Healthcare/Social Assistance</td>
<td>$602 million</td>
</tr>
<tr>
<td>Retail Trade</td>
<td>$550 million</td>
</tr>
<tr>
<td>Information Technology</td>
<td>$448 million</td>
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</tbody>
</table>

### Jobs in St. Charles County

- **12,195** manufacturing jobs in 2004
- **15,733** manufacturing jobs in 2016
And the Survey Says...

Local manufacturers participated in a survey on the “state of manufacturing” in St. Charles County in late 2016. Distributed by the Manufacturing Task Force of the St. Charles County Workforce Development Board, business leaders indicated they are hiring for manufacturing jobs and seeing more technical training opportunities in the community. In fact, **62 percent of businesses plan on hiring “direct full-time employees with benefits” in the next 24 months.**

Businesses represented in the survey are from across the board: chemical, computer and electronics, fabricated metal, machinery, plastics and rubber, transportation and more. Of the 300 manufacturers in St. Charles County, 20 percent, or 60, completed the survey. Here are some of the key results:

**Past and Future Position Needs**

<table>
<thead>
<tr>
<th>Types of positions filled in the past 12–24 months</th>
<th>Types of positions intended to fill in the next 12–24 months</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administrative</td>
<td>Administrative</td>
</tr>
<tr>
<td>Assembly/Production</td>
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<tr>
<td>CNC Machining</td>
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<tr>
<td>CNC Programming</td>
<td>CNC Programming</td>
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<tr>
<td>Design/R&amp;D</td>
<td>Design/R&amp;D</td>
</tr>
<tr>
<td>Engineering</td>
<td>Engineering</td>
</tr>
<tr>
<td>Equipment Maintenance</td>
<td>Equipment Maintenance</td>
</tr>
<tr>
<td>IT</td>
<td>IT</td>
</tr>
<tr>
<td>Manual Machinist</td>
<td>Manual Machinist</td>
</tr>
<tr>
<td>Other</td>
<td>Other</td>
</tr>
<tr>
<td>Quality/Inspection</td>
<td>Quality/Inspection</td>
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<tr>
<td>Sales</td>
<td>Sales</td>
</tr>
<tr>
<td>Supervisory</td>
<td>Supervisory</td>
</tr>
<tr>
<td>Warehouse/Shipping &amp; Receiving</td>
<td>Warehouse/Shipping &amp; Receiving</td>
</tr>
<tr>
<td>Welding</td>
<td>Welding</td>
</tr>
</tbody>
</table>

**Barriers**

Those surveyed identified these factors as barriers to expanding their company’s employment level.
Ratings of Skills of New Hires/Applicants

Ability to understand written and graphical information
General knowledge about business or industry
Technical skills related to the job
General writing skills
General computer skills
Teamwork and collaboration
Willingness to learn
Communication skills
Ability to interact effectively with others
Work ethic

Current/Future Training Needs

21–30% Solidworks, CNC operation, blueprint reading, electrical, forklift, machine maintenance

11–20% AutoCAD, welding, other, manual mill operation, HVAC, Mastercam

<10% logistics/shipping/receiving, manual lathe operation, programmable logic controllers, hydraulics, pneumatics, motor controls

For more information about the Manufacturing Workforce Survey 2016, the Manufacturing Task Force Recommendations to the Community, and workforce and economic services for employers and job seekers, please contact the Missouri Job Center of St. Charles County.

Special thanks to St. Charles Community College and their Workforce Development Department for their outstanding work and partnership on the manufacturing survey and recommendation projects.
The following recommendations have been made by the St. Charles County Manufacturing Task Force and approved by the St. Charles County Workforce Development Board as a result of the Manufacturing Workforce Survey 2016 (which was sent to 300 manufacturers in the community and garnered a 20% response rate) and interactive meetings with business and educational leaders from mid-year 2016 to early 2017.

**TRAINING OPPORTUNITIES**

- **For Businesses**
  - Encourage better alignment and continuous improvement of technical training curriculum, programs, degrees and certifications to the real-world needs of manufacturers by pursuing stronger partnerships and communication between businesses, educational leaders and training providers
  - Promote and provide grant-funded and/or business-sponsored technical training programs (i.e., OJT, MOWorks, technical and STEM scholarships, apprenticeships, etc.)
  - Support job-shadowing, internships, work-study, apprenticeship and college credit transfer programs for technical training in high school and post-secondary institutions
  - Offer workshops and conferences on the importance of soft skills at the Missouri Job Center, on-site at local businesses, and through secondary and post-secondary educational institutions

- **For Existing and Future Workforce**
  - Promote technical training programs in middle school, high school and post-secondary educational institutions (i.e., Project Lead the Way, CAPS, Lewis & Clark Career Center, STEM curriculum, industrial technology, technical certifications and degrees, etc.)
  - Encourage the expansion, availability and affordability of hands-on training in the community for technical certifications and degrees with transferable college credit
  - Offer and promote technical job shadowing and internships, work-study, apprenticeships and related training opportunities for youth and adults
  - Promote and provide workshops, conferences, and materials on the importance of soft skills in the workplace and as a career advancement opportunity

- **For Educational and Community Leaders**
  - Engage superintendents, principals, guidance counselors and other educational decision-makers to help them better understand and appreciate career opportunities and training pathways beyond the traditional model of encouraging every student to pursue a bachelor's degree after high school
  - Help inform local leaders on the need and importance to provide technical training programs in middle school and high school (i.e., “Shop Class,” Project Lead the Way, CAPS, Lewis & Clark Career Center, STEM curriculum, college transfer credit, etc.)
  - Encourage local colleges and universities to expand the availability of classroom and hands-on training for technical and STEM degrees and certifications in St. Charles County (i.e., St. Charles Community College, Ranken Technical College – Wentzville, Lewis & Clark Career Center, State Technical College of Missouri, and Lindenwood University)
  - Support the renewed emphasis on soft skills training and requirements in PK-12th grades and post-secondary educational institutions
TARGETED OUTREACH

- **To Businesses**
  - Pursue stronger relationships with manufacturers through individual and group engagement such as meetings, association memberships, on-site tours, awards presentations and offering available resources for workforce recruitment and training, local expansion and global trade
  - Help promote the strength of the local manufacturing sector through special events that engage the public and link them with local businesses through such things as open houses, plant tours, exhibitions, public presentations, displays and networking activities
  - Continue to work with local manufacturers to better understand the competitive wage and benefit climate in light of this era of “full-employment” and other changes in demographics and workplace expectations that are impacting employee recruitment and retention
  - Seek collaboration and partnerships on issues such as workforce transportation, scholarship sponsorships, technical equipment donations and volunteering as mentors

- **To Existing and Future Workforce**
  - Help educate the workforce about manufacturing career and entrepreneurial opportunities through special events like Manufacturing Day, plant tours, specialized job and training fairs, and promoting local manufacturing success stories through traditional and social media
  - Support and help expand the impact of local initiatives such as Manufacturing Day, STEM Recognition Breakfast, Product Camp, Technical Career Days students in middle school through college, and other programs that link the workforce of tomorrow with current manufacturers through job shadowing, mentoring, internships, apprenticeships and work-study programs
  - Work to expand the public’s awareness of job seeker resources available through the Missouri Job Center of St. Charles County, local educational institutions, technical training providers and community service agencies

- **To Educational and Community Leaders**
  - Promote a greater understanding of the value, importance, and opportunities offered by advanced manufacturing in St. Charles County through presentations, reports, special events, panel discussions, group meetings, plant tours and other public policy initiatives
  - Seek greater alignment and dialogue between business leaders in manufacturing with civic and elected officials, educational institutions and technical training providers
  - Help drive the brand message to the region and beyond that Manufacturing is Alive and Well in St. Charles County and that there is a renewed interest and great possibilities in the “Made in the USA” trend
Manufacturing is an important and growing part of the economy in St. Charles County. We asked 300 manufacturers to answer 12 questions about their business and their workforce. Of those, 60, or 20 percent, responded.

This important feedback is helping us shape programs and efforts at the Missouri Job Center of St. Charles County, the St. Charles County Department of Workforce & Business Development, St. Charles Community College, Ranken Technical College – Wentzville, the Lewis & Clark Career Center, the O’Fallon Chamber of Commerce & Industries, the EDC Business & Community Partners and others.

The survey and results are below.

1. Survey Respondent Identification

Thirty-nine companies agreed to identify themselves with the rest of the respondents opting to remain anonymous.

![Graph showing the primary type of manufacturing conducted by respondents.](image-url)

2. Please identify the primary type of manufacturing your business conducts. (please select all that apply):

- Chemical
- Computer and Electronics
- Fabricated Metal
- Food
- Furniture
- Machinery
- Misc.
- Nonmetallic Mineral
- Paper
- Plastics and Rubber
- Transportation Equipment
- Wood Product

![Bar chart showing the number of respondents in each category.](image-url)
3. Including yourself, how many employees does your business currently employ in St. Charles County? (please select only one option)

- Less than 5
- 5 to 24
- 25 to 49
- 50 to 99
- 100 to 249
- 250 to 500
- More than 500

4. In the last 12 to 24 months, which positions did your business fill? (please select all that apply)

- Administrative
- Assembly/Production
- CNC Machining
- CNC Programming
- Design/R&D
- Engineering
- Equipment Maintenance
- IT
- Manual Machinist
- Other (please specify)
- Quality/Inspection
- Sales
- Supervisory
- Warehouse/Shipping & Receiving
- Welding
5. In the next 12 to 24 months, which positions does your business intend to fill? (please select all that apply)

- Administrative
- Assembly/Production
- CNC Machining
- CNC Programming
- Design/R&D
- Engineering
- Equipment Maintenance
- IT
- Manual Machinist
- Other (please specify)
- Quality/Inspection
- Sales
- Supervisory
- Warehouse/Shipping & Receiving
- Welding

6. Please tell us if you have encountered any of the following barriers to expanding your employment level. (please select all that apply)

- Shortage of workers with knowledge or skills
- Shortage of available training programs
- None
- Lack of information
- Lack of access to transportation to get to work
- Lack of access to child care
- Government policies or regulations
- Economic conditions
- Any other barrier? (Please explain)
7. In terms of new employees and applicants to your business, how would you rate their initial skills in the following areas (Excellent to Poor, with 5 being Excellent)?

- Ability to understand written and graphical information
- General knowledge about business or industry
- Technical skills related to the job
- General Writing Skills
- General Computer Skills
- Teamwork and collaboration
- Willingness to learn
- Communication Skills
- Ability to interact effectively with others
- Work Ethic

8. If your business runs more than one shift, please rate the ease or difficulty you have finding qualified applicants for those other shifts (Easy to Difficult, with 5 being Difficult)

- Finding Skilled Workers for Third Shift

- Finding Skilled Workers for Second Shift
9. If you are planning to add staff in the next 12 to 24 months, what are the two main ways you will use to hire new employees? (please select only two options)

- Temporary Worker
- Staffing Agency
- Other (please specify)
- Direct/Part-Time
- Direct Full-Time with Benefits

10. Who generally does your staff training? (please select all that apply)

- Vendor Training
- Third Party Professional
- Local Educational Institution or Other (please specify)
- In-House Staff
- Customer/Client Provided Training
11. Does your company have current or future needs for technical skills training for your employees in any of the following areas? (please select all that apply)

- AutoCAD
- Blueprint Reading
- CNC Operation
- CNC Programming
- Electrical
- Forklift
- HVAC
- Hydraulics
- Logistics/Shipping/Receiving
- Machine Maintenance
- Manual Lathe Operation
- Manual Mill Operation
- Mastercam
- Motor Controls
- Other (please specify)
- Pneumatics
- Programmable Logic Controllers
- Solidworks
- Welding
12. Are there any community issues your company would like assistance with at this time? (please select all that apply)

- Workforce Recruiting
- Utilities
- Planning & Zoning Issues
- Other (please specify)
- Infrastructure
- Facility & Equipment Expansion
- Employee Training

COMMENTS

Q4 – In the last 12 to 24 months, which positions did your business fill?

- We specifically hire fabricators which is a little different than welders. We hire welders who can read blueprints.
- Hired a software engineer and a systems engineer
- Graphics, marketing, advertising, events, charitable awareness & fundraising
- Customer Service
- Marketing Manager, Service Technician, PD Engineer
- Power washing automotive tools used in the painting process (paint stripping)

Q5 – In the next 12 to 24 months, which positions does your business intend to fill?

- We are specifically looking for fabricators which is a little different than welders – we need welders who can read blueprints.
- Currently looking for a software engineer
- Printing press operator
Q6 – Please tell us if you have encountered any of the following barriers to expanding your employment level.

- Don’t necessarily think it’s only a St. Charles issue. But we do lose a lot of talented young professionals that want the attractions of the city – not the suburbs.
- Lack of work ethic in unskilled workforce
- Lack of commercial buildings for sale in south St. Charles that are 3,000 to 20,000 SF
- Quality of internet speeds and cell service infrastructure
- Other large employers can afford to pay higher wages
- Not able to pass drug testing and/or have conviction of some kind
- The extreme increase in healthcare costs due to the “affordable” healthcare act has taken away revenues which would have been invested in my company.

Q10 – Who generally does your staff training?

- Washington University
- St. Charles Community College
- Lewis and Clark Technical School
- NTMA-U (National Tooling and Machining Association)
- St. Charles School District and St. Charles Community College
- We use in-house and third party trainers

Q11 – Does your company have current or future needs for technical skills training for your employees in any of the following areas?

- Machine Learning technology and Genetic Algorithms
- Printing experience
- We provide training for CNC programming and operation
- Computer skills
- Composites and Assy Mechs
- Thermoforming and extrusion
- Print graphics and LetterPress

Q12 – Are there any community issues your company would like assistance with at this time?

- I am already working with the EDC on the facility. If SolidWorks or other Engineering training that we could help define (OrCad, Altium, Programming tools, etc) were paid for or subsidized we would be interested. Having access to these tools (~$10k-30k of tools) would help us offer more services and expand our business. If we had these then it could help create a job in the future but it is too much of an outlay of cash to purchase, then look for business. It would also help train new and existing employees improving their value and skill set with up and coming computer technology skills.
- We are undergoing an expansion to our existing facility.
- We need better transportation options for those coming from St. Louis to St. Charles
• Most of the above categories end up helping the larger companies thus harming smaller businesses. I would rather not have to pay for the training of employees at someone else’s business.
• I would like to see more dense housing and attractive and affordable development for the young people who would like to stick around. I also think the dense housing options for young and retired within walking distance to restaurants and grocery store’s such as mine and Manino's etc. would be huge for local businesses. We have a lot of density but it’s spread out - I would love to see a ton of that concentrated near Cottleville. I would also like to see more commercial development that attracts retail and larger businesses to meet and congregate in our downtown.

FINAL COMMENTS

• Thanks for offering this. Communication is the best answer to employment issues. It is critical that middle class engineers, technicians, and doctors find St. Charles and St. Louis a place they want to live. This is not as hard as it sounds, there are simple ingredients missing. Early education programs are the key. Schools need to have strong STEAM programs. We are missing the boat if they are not including arts. An investment in arts and music in school and community is essential to spawn creative thinking and problem solving skills as well as helping young technical minds build confidence in general. Middle school and high school arts and music programs, fine art galleries, and community arts programs will create an environment where talented engineers will come to Missouri instead of leave for the west and east coast. Marketing and promotion of local art and music events and general promotion that Missouri is a place for technology, art, nature, and healthy living is important marketing strategy to retain vital middle class talent that is an essential nutrient in growing the community.
• St. Charles Community College is just now getting the need for highly skilled technicians in the area of machining and automation. WE do not need any more musicians and English majors. We need machinists, automations technicians, and welders.
• Would like to create a closer relationship with St. Charles Community College for recruiting and placement. I would be happy to provide a list of popular engineering tools that would add valuable skills to the workforce, and brainstorm on ways we could create a program, if this is something that you think could be funded.
• Economy seems to be in trouble. It would be nice to stop rigging the game for big business via subsidies and taxpayer funded programs. Small businesses such as my own do not get freebies.

Thank you again for your feedback as a valued manufacturer in St. Charles County!

If you have other questions or comments, please contact the Missouri Job Center of St. Charles County at 636-255-6060.

SPECIAL THANKS TO ST. CHARLES COMMUNITY COLLEGE AND THEIR WORKFORCE DEVELOPMENT DEPARTMENT FOR THEIR OUTSTANDING WORK AND PARTNERSHIP ON THE MANUFACTURING SURVEY AND RECOMMENDATIONS PROJECT!