

# RETAIN TALENT IN MISSOURI BY INCREASING INTERNSHIP AND APPRENTICESHIP OPPORTUNITIES

## INTERNSHIPS

- Missouri colleges and universities attract a strong pipeline of in-state and out-of-state undergraduates. However, Missouri is a net exporter of those undergrads, losing an estimated 20,000 every year.
- Missouri's top two metro economies, St. Louis and Kansas City, have much lower internship participation rates than many Midwestern peer metros, based on the best internship data available.



### UNDERGRADUATE INTERNS

**68%**  
RECEIVE OFFERS  
FOR FULL-TIME  
POSITIONS

**76%**  
OF THESE  
OFFERS ARE  
ACCEPTED

## APPRENTICESHIPS

- Missouri is considered a leader when it comes to apprenticeships, ranking third in the U.S. for the most completed apprenticeships.
- The Missouri Partnership reported “3,230+ people completed apprenticeships in Missouri last year, securing the state’s position as one of the top locations for apprenticeship programs.”
- 83% of apprentices who finish their program in Missouri are still employed with the company that sponsored their apprenticeship 12 months after completion.

**MISSOURI RANKED #4 IN THE  
U.S. FOR  
NUMBER OF NEW APPRENTICES**  
8,100+ REGISTERED

## OPPORTUNITY

Source: MDHEWD

Many undergraduates and recent graduates get their start in the workforce through internships. Increasing the number of internships in Missouri should help the state retain more graduates of Missouri colleges and universities, thereby increasing workforce numbers.

Missouri is considered a leader when it comes to apprenticeship programs. As more businesses turn to apprentice models to fill their workforce needs, the state should ensure continued momentum and leadership in apprenticeship development.



## SOLUTION

So Missouri’s metros can compete with their peers, the state should incentivize businesses to increase the number of internship and apprenticeship opportunities, which should result in more Missourians accepting internships and apprenticeships, and thus, accepting full-time positions in the state — contributing to needed talent recruitment and retention.

On a per capita basis, these competing metros have internship estimates much higher than those in the St. Louis and Kansas City metro areas.