GEOSPATIAL DEMAND EXCEEDS AVAILABLE TALENT

Winning in geospatial starts with workforce readiness. The Geospatial Workforce Assessment defines the critical skills needed now and in the future across two strategic talent markets: Washington, D.C., and St. Louis Metropolitan Statistical Areas.



Two workforce segments shape the geospatial talent market:

	Washington, D.C.	St. Louis
GEOSPATIAL-SPECIALIZED Technical roles directly focused on geospatial work	**Demand**: 168K **Supply**: 37K **78% Gap**	**Demand**: 17K **Supply**: 3.5K **79% Gap**
GEOSPATIAL-RELATED Adjacent technical roles that often overlap geospatial work and can be upskilled into specialized roles	**Demand**: 346K **Supply**: 362K **105% Surplus**	**Demand**: 17K **Supply**: 49K **285% Surplus**

Multiple data sources informed the geospatial talent market assessment:

~80 **STAKEHOLDERS** engaged across government, military, industry, academia, and nonprofit

21B + **LABOR MARKET RECORDS** analyzed to identify workforce trends and demand signals

47 **SECONDARY SOURCES** reviewed to validate findings and emerging skill needs

SUPPLY

6,000 +

Resume Sources analyzed to assess talent supply

DEMAND

60,000 +

Company Websites analyzed to assess talent demand

361 Specialized skills power geospatial readiness:

47
CORE GEOSPATIAL TECHNICAL SKILLS
Develop, manage, and interpret geospatial data
(e.g., remote sensing)
skill in surplus

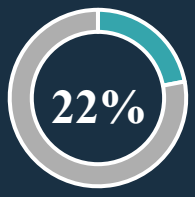
99
SOFT & SECTOR-SPECIFIC SKILLS
Apply geospatial work in real contexts
(e.g., communication)
skill in surplus

106
EMERGING & GEOAI-RELATED SKILLS
Blend geospatial with AI and modern platforms
(e.g., GeoAI)
skill in deficit

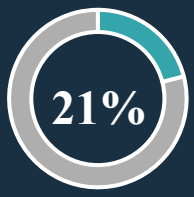
136
ADVANCED ANALYTICS/ QUANTITATIVE SKILLS
Deepen computation and inference
(e.g., Python)
skill in surplus

GEOSPATIAL DEMAND EXCEEDS AVAILABLE TALENT

Analysis of geospatial education programs and graduate output highlights opportunities for academic institutions, employers, and individual talent to strengthen the future workforce pipeline.



Employer demand met in Washington, D.C.



Employer demand met in St. Louis

The education pipeline produces nearly 1,000 geospatial graduates annually:

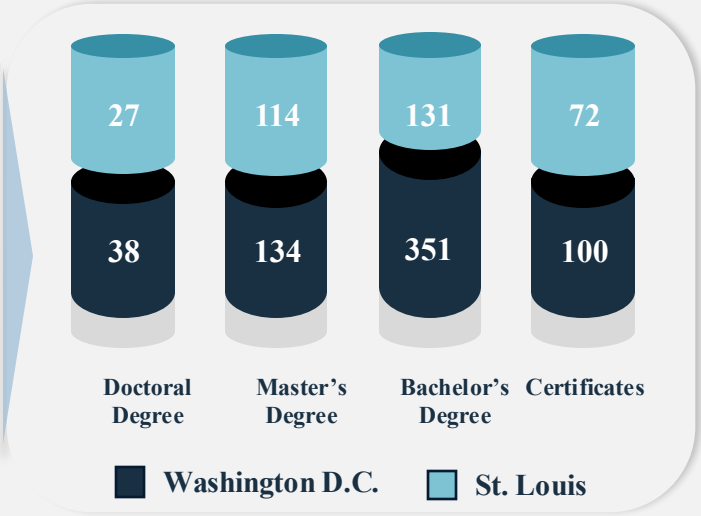
24
Postsecondary Institutions with geospatial programs reviewed

119
Geospatial Programs across credentials identified

972
Average Annual Graduates across postsecondary institutions estimated

D.C.	15	66	628
St. Louis	9	53	344

Annual Graduates By Credential Level



Strengthening the geospatial talent pipeline requires action across three groups:

Academic Institutions

- Expand K-12 exposure programs
- Align degree curriculums to the highest demand future skills
- Invest in postsecondary and industry certifications
- Develop new credentials for emerging needs

Employers

- Develop apprenticeship and upskilling opportunities
- Co-develop curriculum with academic institutions to tailor programs to workforce needs
- Redesign job postings and role requirements to clarify required versus preferred qualifications

Individual Talent

- Stack credentials strategically to demonstrate core geospatial and analytic skills
- Build a demonstratable portfolio of relevant geospatial analyses
- Pursue clearances early to strengthen candidacy for geospatial roles

For more information, please download the Geospatial Workforce Assessment