

# BEST IN MIDWEST



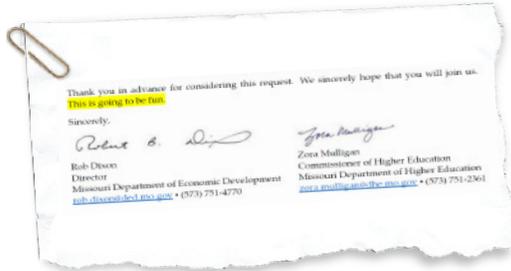
# TALENT FOR TOMORROW

## OVERVIEW

In May 2018, the Missouri Department of Higher Education (DHE), the Missouri Department of Economic Development (DED), and the Hawthorn Foundation launched Talent for Tomorrow and Best in Midwest, initiatives that set out to fundamentally reset Missouri's approach to meeting the state's workforce needs and growing its economy.

The initiative produced an assessment of how the state's current workforce aligns with employer needs and looked at different economic scenarios to help build a workforce system that will adapt as the economy evolves.

A task force of leaders from business and industry, education, the trades, the public workforce system, state and federal government, and members of the legislature guided the initiative. DHE and DED leaders made more than 80 presentations around the state, hosted a podcast that brought the voices of state and national leaders into the conversation, and shared extensive data about the state's economic performance, educational attainment, and workforce readiness.



This work culminated in a suite of recommendations for a comprehensive workforce and economic development strategy for Missouri. These recommendations headlined Governor Mike Parson's 2019 State of the State Address, which focused on his top priorities: creating meaningful job opportunities for Missourians and building an infrastructure that makes Missouri a great place to live and do business.

## THE MISSOURI WAY

### OUR GUIDING PRINCIPLES

- 1 The status quo is not an option.
- 2 It's now or never.
- 3 Leave no Missourian behind.
- 4 Infrastructure is the foundation.
- 5 Education changes lives.
- 6 Economic development is a team sport.
- 7 Fortune favors the brave.
- 8 Whatever it takes.



**16,766**  
Miles Traveled



**4,559**  
Tweets & Mentions  
#Talent4Tomorrow  
#BestinMidwest



**3,794**  
Citizens Engaged



**131**  
Ideas Submitted



**96**  
Talent for Tomorrow  
Task Force Members



**80+**  
Presentations



**11**  
Regional Meetings



**2**  
Executive Orders



**1**  
Omnibus Bill

Convened leaders from business and industry, education, the trades, the public workforce system, state and federal government, and the legislature.

**GOAL:** Assess our state workforce and economic development against business and industry needs and make recommendations that will transform our approach for the betterment of all Missourians.

**Our economy is growing, but that's not the whole story.**

**14 of out 14**  
among Midwest states for **GDP GROWTH**

**9 out of 14**  
among Midwest states for **JOB GROWTH**

**8 out of 14**  
among Midwest states for **WAGE GROWTH**

Missourians who leave the state are generally **better educated** than those who move here

**Missourians deserve to live and work in the BEST ECONOMY in the Midwest.**

**1.25 million** Missourians don't have **BROADBAND**

**12 out of 14** among Midwest states for **LABOR MARKET PRODUCTIVITY** – and the gap is getting wider

**24%** of Missouri public high school students go on to **GRADUATE FROM COLLEGE**

**11 out of 13** among Midwest states for **JOBS FACILITATED** by an economic development agency

**REGIONAL ENGAGEMENT**

We held a series of regional meetings in an effort to meet Missourians where they are, learn about the unique challenges each region faces, and engage them in problem-solving. Core questions included:

- 1 What factors make your community more resilient than others?
- 2 What steps should we take to mitigate the negative and capitalize on the positive impact of global megatrends?
- 3 Why do you think your region's economy has performed the way it has over the last 5 to 10 years?
- 4 How should we balance the trade-offs of a statewide versus a regional approach?

*You can't make good public policy based on what you see when you look out of your window in Jefferson City.*

**STATEWIDE ENGAGEMENT**

The Best in Midwest Summit brought more than 300 Missouri leaders together in St. Louis for a conversation about global megatrends, opportunities, and how to create a comprehensive, 21st century economic and workforce development strategy for the state. This was not only an opportunity to share what we had learned with key movers and shakers, but also provided a chance to learn from national thought leaders.

**STATEWIDE ADVOCACY**

- February**
- Governor's Round Tables on Fast Track
  - Jefferson City • Springfield
- March**
- Governor's Fast Track Statewide Tour
  - Kansas City • Joplin • Cape Girardeau
  - Jackson • Farmington • Cottleville
- April**
- Chamber Leader Advocacy at the Capitol
  - Jefferson City
  - Business Leader Round Tables
  - Kansas City • St. Louis

**GOVERNOR'S CONFERENCE ON ECONOMIC DEVELOPMENT**

The Best in Midwest and Talent for Tomorrow initiatives were a central component of the Governor's Conference on Economic Development in September 2018. This conversation included top state leaders in discussions about how to move Missouri forward, bring business best practices to state government, enhance worker productivity and wellness, and strategically target, develop, retain, and attract talent.

**GOVERNOR'S SUBCOMMITTEE ON WORKFORCE DEVELOPMENT**

An unprecedented level of cross-department collaboration brought the leaders of each of Missouri's executive agencies together, to take a comprehensive approach to workforce development. The subcommittee's recommendations focused each department's expertise and resources on achieving a single goal: Increasing the number of Missourians who are prepared for good jobs, now and in the future.



**FRAMEWORK:**

**MORE PEOPLE IN THE WORKFORCE**

Become the best place to live and work.

Connect all Missourians with work.

**MORE PRODUCTIVE WORKERS**

Develop a labor market that works.

Work in a 21st century way.

Build infrastructure to drive economic development.

**COMPETE TO WIN**

Work together, compete together.

Create a new approach to economic development.

**TIMELINE**

May 4, 2018  
Task force initiated

July 16, 2018  
Call for Ideas issued

August 15, 2018  
Final task force presentation

December 21, 2018  
MoTalent Podcast released

October 16, 2018  
Missouri Chamber Workforce 2030

March 18, 2019  
Executive Orders accepted

February 7, 2019  
Governor's round table on Fast Track

April 3, 2019  
Chamber Leader Advocacy Day at the Capitol

Every Missourian empowered with the skills and education needed for success.

June 5, 2019  
Vision statement adopted by CBHE

May 14, 2019  
SB 68 Fast Track legislation passed by General Assembly

August 28, 2019  
Agency transformation legally effective

May 15, 2018  
Public announcement of the launch



# FINAL CABINET SUBCOMMITTEE ON WORKFORCE DEVELOPMENT RECOMMENDATIONS

## ECONOMIC DEVELOPMENT

### Agency Transformation

Laser-focus on business and community development and tourism.

### New Regional Teams

Staff will live and work in the communities they serve.

### Missouri One Start

Recruitment, candidate screening, and training for companies during major expansions.

### Deal Closing Fund

Compete with top states by granting tax credits in the first year of an expansion.

### Broadband

\$5 million grant program to fill in gaps in federal funding.

## POSTSECONDARY EDUCATION

### Fast Track

Skill adults up for high-demand jobs.

### MoExcels

Strategic funding for public colleges and universities.

### Apprenticeships

Expand to areas like IT and health care that have not historically used the apprenticeship model.

### Agency transformation

One agency for postsecondary education, workforce development, and research.

## K-12 EDUCATION

Bring the private sector into the classroom.

Expand teacher and counselor externships.

## SOCIAL SERVICES

Increase training for prisoners and help connect them with employers.

Focus federal funds on programs proven to increase employability.

## PUBLIC WORKFORCE SYSTEM

Shift to focus on performance.

Increase spending on training; decrease spending on staffing.

## FastTrack

A new state financial aid program that addresses workforce needs by providing resources to empower adults to earn industry-recognized credentials in areas designated as "high-need."

**17,000**

Maximum Annual Student Reach



**\$10 million**

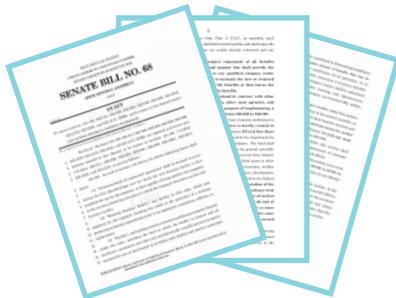
FY 2020 Appropriation



**635**

Program Areas

Approved by the Coordinating Board for Higher Education

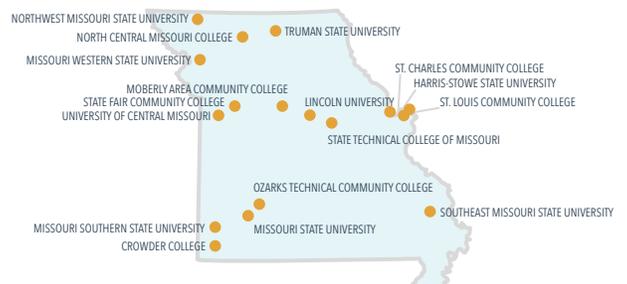


## MoExcels

Public colleges and universities submitted proposals to facilitate the development and expansion of employer-driven education and training programs. These projects are designed to substantially increase educational attainment and target state and regional workforce needs.

**19** Projects at **17** Public Institutions

**\$18.9 million** FY 2020 Appropriation



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