

TALENT FOR TOMORROW



Cape Girardeau Regional Meeting

#Talent4Tomorrow

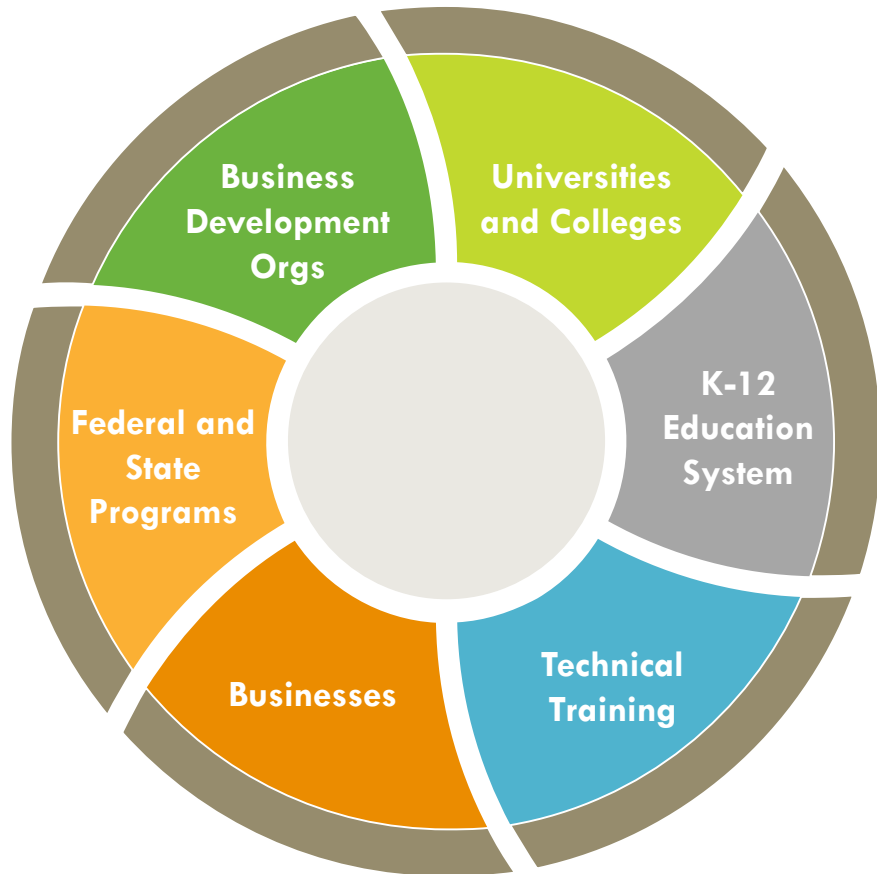


Agenda

Welcome & Call to Action	9:00 am
Talent for Tomorrow Approach & Megatrends	9:05 am
Interactive Session: Megatrends	9:20 am
Interactive Session: Economic Performance	9:50 am
Interactive Session: Workforce & Education	10:20 am
Final Thoughts	10:50 am
Adjourn	11:00 am

Talent for Tomorrow will help Missouri orient its workforce for the future

Key Stakeholders



Global Megatrends



**Accelerating
urbanization**



**Climate &
resource
scarcity**



**Shift in global
economic
power**



**Demographic
changes**



**Technological
breakthroughs**



#Talent4Tomorrow

Interactive session overview

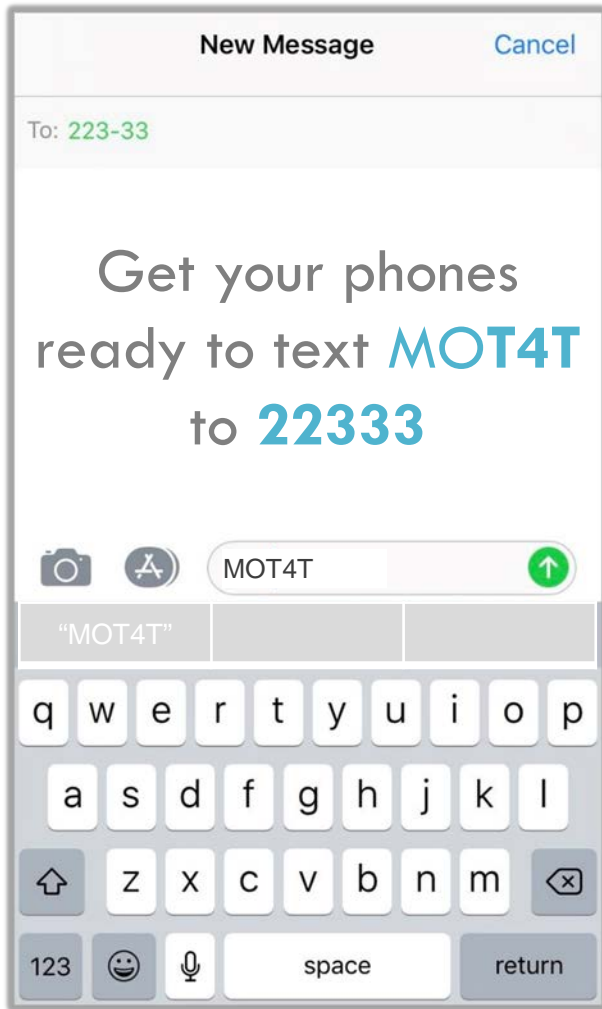
The purpose of the interactive sessions is to **gather your input** on the region's workforce.

At your table, you have:

- 1 facilitator
- 1 flip chart
- ~10 contributors

We will start with a text-to-poll question to gauge the opinion of the room and follow with discussion questions to gather individual insights. Your table's facilitator will lead the discussion and collect key insights on the flip chart.

Text poll instructions



1. Text the number **22333**.
2. Type **MOT4T** and hit “Send” on your phone.
3. Text your answer to the current question!

Text poll question 1: megatrends

1. Which megatrend has had the greatest impact on the region's economy?
 - a. Accelerating urbanization
 - b. Climate and resource scarcity
 - c. Shift in global economic power
 - d. Demographic shifts
 - e. Technological breakthroughs

Breakout discussion 1: megatrends

- Are any of the megatrends having a greater impact on your community than the rest of the state?
- What factors make your community more resilient than the rest of the state?
- What steps should we take to mitigate and/or capitalize on the impact of the megatrends?



Breakout discussion 1: report out

What are the key takeaways?

Text poll question 2: economic performance

2. How has the region's economy performed over the past 5 –10 years compared to Missouri's other regions?
- a. Average
 - b. Ahead
 - c. Behind
 - d. Not sure

Megatrends have an effect on your community

Missouri from 2010 to 2017

▲ **3.2%**

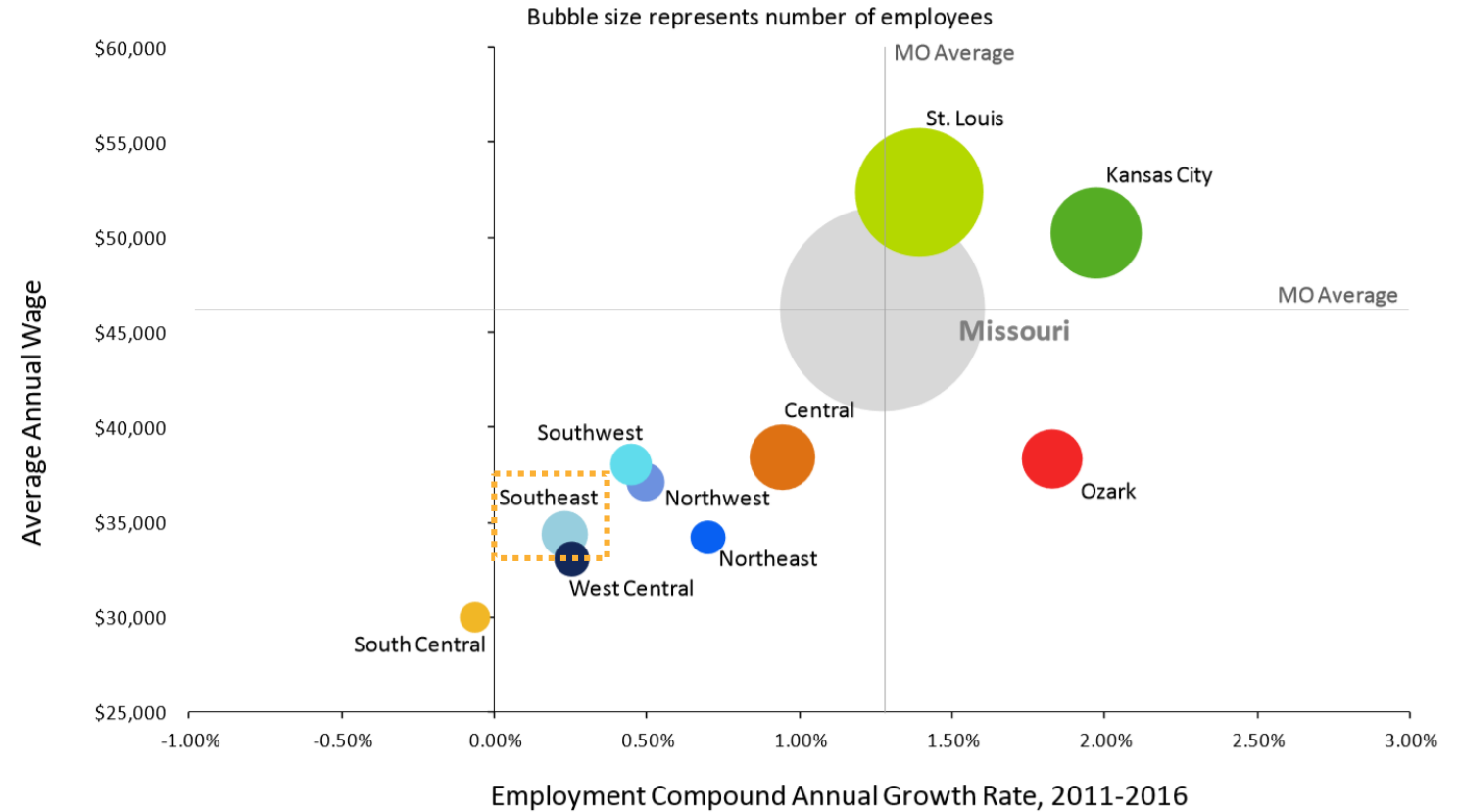
Metro county population change

▼ **1.1%**

Non-metro county population change

 #Talent4Tomorrow

Missouri Regional Economic Profiles, 2016



Source: MERIC, Quarterly Census of Employment and Wages, 3rd Quarter

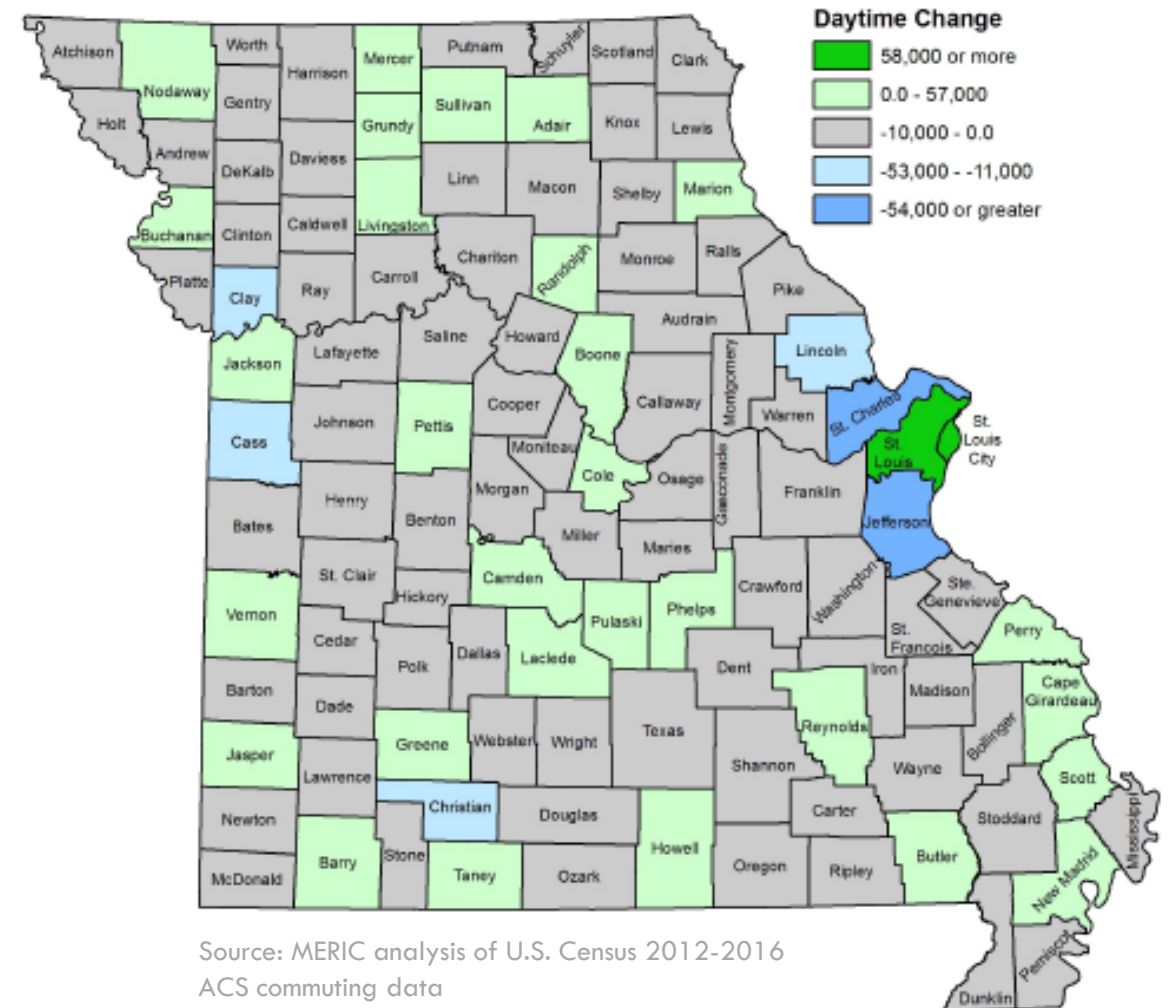
Large or small, our economies are connected

73% of Missouri counties lose daytime population as workers commute

Towns and cities across Missouri are focal points of regional trade:

Branson	Kirkville	Sedalia
Cape Girardeau	Lake Ozark	Sikeston
Chillicothe	Lebanon	Springfield
Columbia	Maryville	St. Charles
Hannibal	Moberly	St. Joseph
Jefferson City	Nevada	St. Louis
Joplin	Poplar Bluff	West Plains
Kansas City	Rolla	

Change in Daytime Population



Breakout discussion 2: economic performance

- Why do you think your region's economy has performed the way it has over the last 5–10 years?
- How can we help increase job and wage growth in your community?

Breakout discussion 2: report out

What are the key takeaways?

Text poll question 3: workforce & education

3. What outcome does your community value most in an economic development strategy?
- a. Wage Growth
 - b. Job Growth
 - c. Educational Attainment
 - d. Not Sure

If you think it's job growth...

Occupation	2014 Est. Employment	2024 Proj. Employment	Growth Openings	Replacement Openings	Total Openings	Median Wage
NOW						
Cashiers	4,984	5,288	304	2,121	2,425	\$18,368 🔥
Personal Care Aides	6,001	7,734	1,733	485	2,218	\$18,216 🔥
Retail Salespersons	4,104	4,495	391	1,422	1,813	\$19,564 🔥
Food Prep. & Serving Workers	4,042	4,448	406	1,306	1,712	\$17,878 🔥
Waiters & Waitresses	1,924	1,945	21	926	947	\$18,520
NEXT						
Nursing Assistants	3,049	3,371	322	689	1,011	\$20,256 🔥
Maintenance & Repair Workers	1,921	2,036	115	503	618	\$31,655 🔥
Heavy & Tractor-Trailer Truck Drivers	3,303	3,338	35	562	597	\$40,849 🔥
Retail Sales Supervisors	1,777	1,938	161	397	558	\$32,664 🔥
Licensed Practical & Licensed Vocational Nurses	1,058	1,121	63	301	364	\$35,780 🔥
LATER						
Registered Nurses	4,024	4,760	736	949	1,685	\$53,055 🔥
General & Operations Managers	2,649	2,871	222	671	893	\$67,659 🔥
Secondary School Teachers	2,196	2,274	78	521	599	\$42,796
Elementary School Teachers	1,456	1,512	56	322	378	\$43,627
Farmers, Ranchers, Agricultural Managers	1,733	1,775	42	295	337	n/a

🔥 denotes occupations within the top ten for on-line job ads in 2016 in the region within the respective Now-Next-Later classification.

Source: MERIC Occupational Projections, 2014-2024

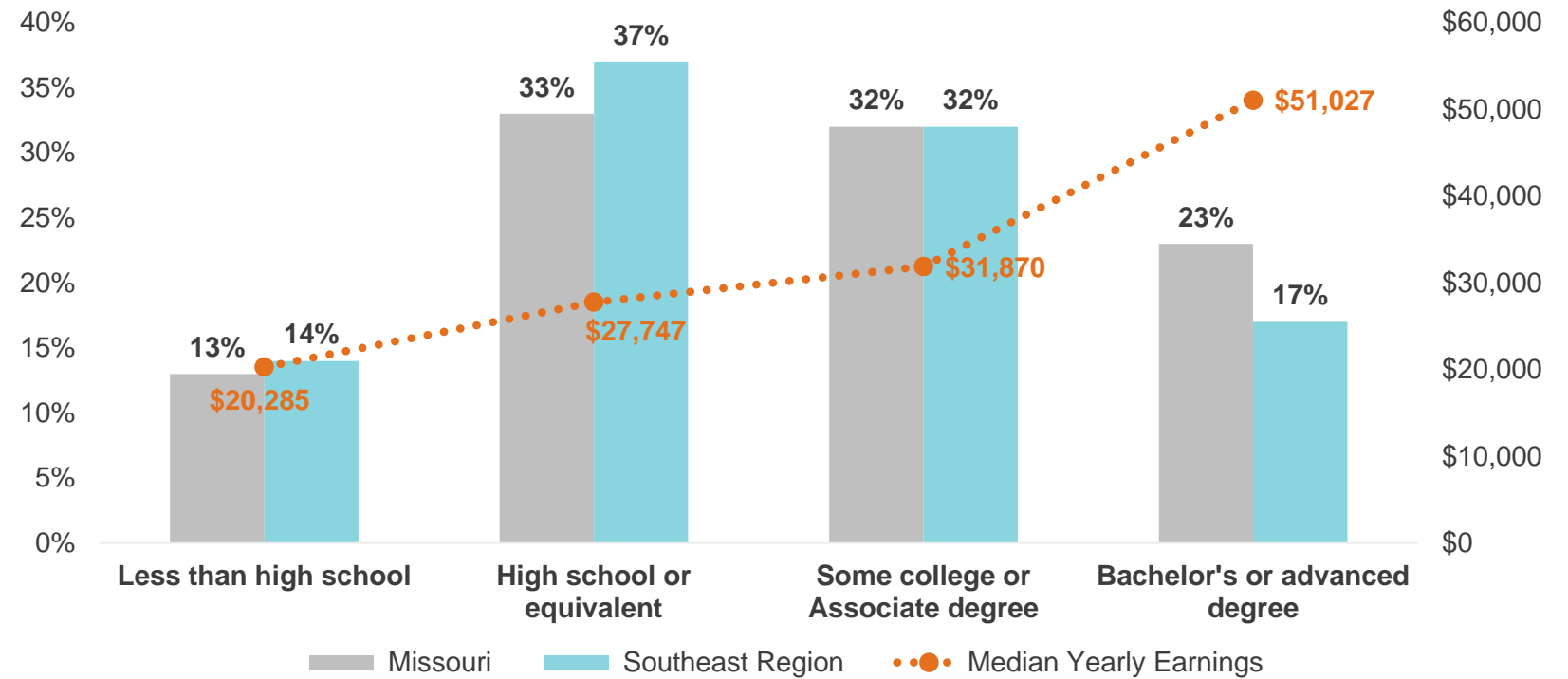
The Southeast Region is expected to have over **40,000 total job openings** between 2014 and 2024, including openings created by new job growth and by the need for replacement workers.

 #Talent4Tomorrow

If you think it's wages or education...

There is a relationship between wages and educational attainment.

Wages by Highest Level of Educational Attainment, 2016



Source: US Census Bureau



It's all about balance.

Shortage

10% or larger positive gap

Health Care

Business & Sales

Aligned

2% or smaller gap

Science
& Technology

Transportation

Food Service

Other Services

Oversupply

8% or larger negative gap

Construction

Management &
Support

Production



#Talent4Tomorrow

Breakout discussion 3: workforce & education

What are the strengths and weaknesses of:

Group 1: statewide versus regional approach to economic development?

Group 2: strategy centered around targeted industries or being industry agnostic?

Group 3: raise the education level of all Missourians versus training for targeted occupations?

Group 4: maximize economic growth or social impact?

Breakout discussion 3: report out

What are the key takeaways?

Last Word

What do you want the world to know about your community's workforce?



Missouri can be an economic powerhouse.

Best in Midwest and **Talent for Tomorrow** will help the state fulfill its potential.

- 1 Economic Analysis
- 2 Economic Development Agency Comparison
- 3 DED Organizational Assessment
- 4 Strategy Recommendations
- 5 Performance Management Support

- 1 • 10-15 Year Economic Projections
- 2 Labor Supply & Demand Analysis
- 3 Industry Specific Deep Dives
- 4 Strategy Recommendations
- 5 Pilot and Implementation

Thank you!

Your support and participation is essential to the success of these initiatives!

 #Talent4Tomorrow

