Zora Mulligan
Commissioner of Higher Education
@zzmulligan
TALENT FOR TOMORROW
#talent4tomorrow
Best in Midwest

- Identify growth industries
- Identify organizational changes needed at DED
- Create new economic development strategy

Talent for Tomorrow
Changes needed in the public workforce system, higher education institutions, and state programs
Critical Site Selection Factor #1:

Availability of Skilled Labor

AreaDevelopment.Com
WHY TALENT?

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### WHY TALENT?

Georgetown Center on Education & the Workforce: The College Payoff 2011
CURRENT STATE: Positive Signs

Percent of Working-Age Missourians With a Degree or Certificate


48.9% 49.1% 50.1% 50.6% 51.7% 52.5% 53.3% 54.1% 54.9% 55.7% 56.6% 57.4% 58.3% 59.2% 60.0%
CURRENT STATE: Positive Signs

For the most part, we’re growing in the right places.
CURRENT STATE: Positive Signs

For the most part, we’re growing in the right places.

EDUCATION -8%
CURRENT STATE:
The Alarm is Ringing

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Associated General Contractors of America
August 2017

71% of Missouri construction firms are having a hard time filling hourly craft positions...
CURRENT STATE:
The Alarm is Ringing

71% of Missouri construction firms are having a hard time filling hourly craft positions...

...at the same time demand for construction continues to grow.

Associated General Contractors of America
August 2017
The nursing shortage in Missouri hospitals is at an all-time high. The number of vacant positions doubled during 2016.
CURRENT STATE:
The Alarm is Ringing

Missouri Chamber of Commerce & Industry
May 2018

44% of employers are satisfied with the availability of skilled workers.

30% agree that Missouri attracts top talent.

14% think the state’s high schools are preparing students for the workforce.
CURRENT STATE: The Alarm is Ringing

Missouri Chamber of Commerce & Industry
May 2018

“Unless somebody does something soon, we won’t be able to grow in Missouri.”
THE PLAN

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Identify target sectors
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Identify target sectors

Do we have enough talent for the target sectors to grow?

Enough workers today?

Enough workers as the Baby Boomer retirement waves crash in?

Enough workers if the sector grows?
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Identify target sectors

Does our talent have the right skills?

Do incumbent workers need to skill up?

Do training programs need to be revamped?
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Identify target sectors

Is there a pipeline of students interested in and prepared for work in the target sectors?

Do students need incentives to prepare to work in the sector?
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Identify target sectors

Is there a pipeline of students interested in and prepared for work in the target sectors?

Do students need incentives to prepare to work in the sector?

What do we need to change to make sure we have enough talent to support the target sectors?
YOU’RE INVITED...

**Best in Midwest Summit**, June 27 in St. Louis

**Regional Meetings**
- Cape Girardeau, June 26
- Kansas City, June 28
- St. Charles, July 6
- Springfield, July 10
- Columbia, July 11

**Governor’s Conference on Economic Development**, Sept. 5-7

Registration and event info at www.bestinmidwest.com.
Questions, thoughts, or comments?
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