



Talent for Tomorrow

A Comprehensive Approach to Workforce Development

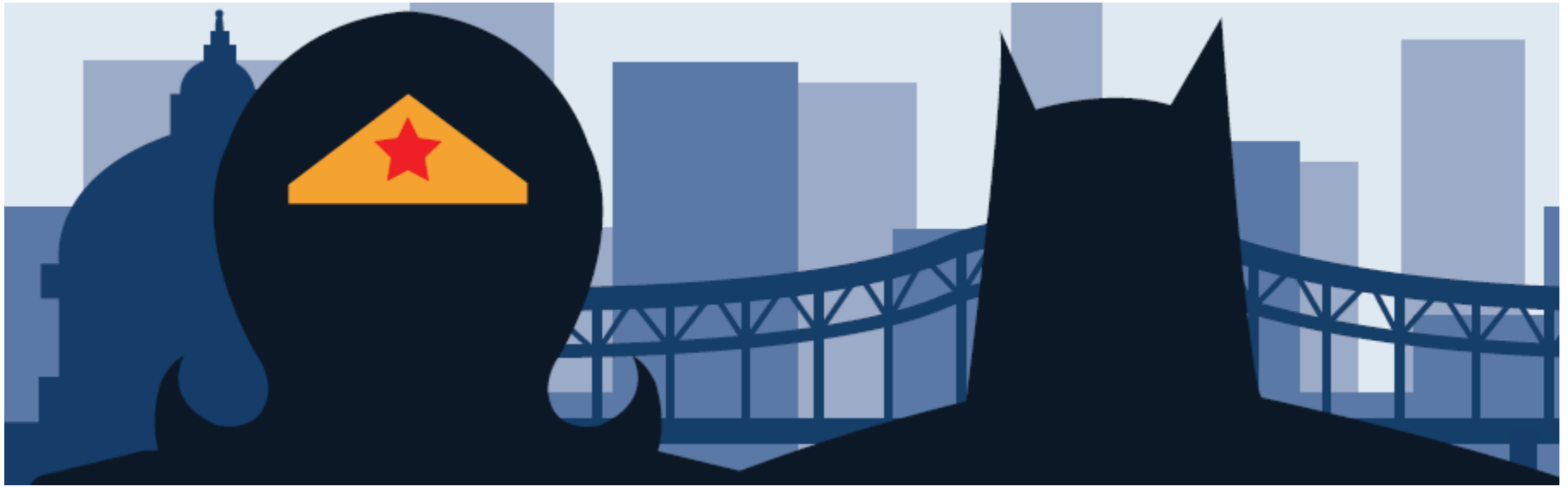
December 3, 2019



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The Power of Data



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Overview

1. State of the state
2. Process
3. Theory
4. Postsecondary initiatives
5. Lessons learned
6. Questions



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State of the State



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State of the State



- Higher ed funding per student
- Higher ed funding per citizen
- High school education
- Bachelor's degree or more
- Job center customer outcomes
- Median earnings per worker
- Average hours worked per week
- Unemployment rate



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Source: TownCharts.Com: Missouri State Education and Economy Data

[LINK](#)



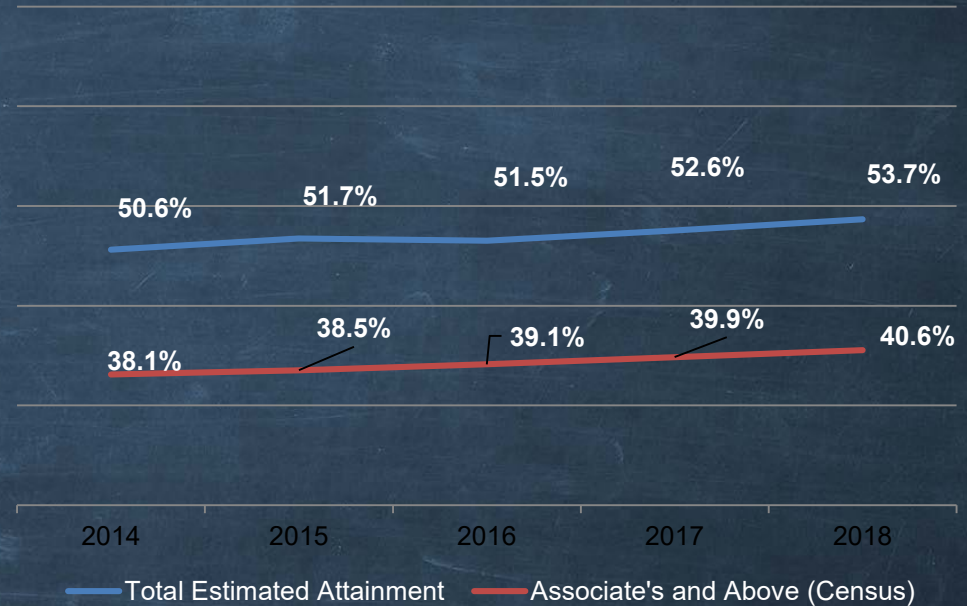
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State of the State

60%

of working-age adults will
have a
degree or certificate
by 2025.

Percent of Working-Age Missourians (Age 25-64)
With a Certificate or Above



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State of the State



“When we think about earning power in terms of **seat time**, we’re focusing on the wrong part of the student’s body.”



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State of the SHEEO



- Makes final decisions on budgets
- Hires presidents
- Among the smallest SHEEO agencies
- Approves academic degree programs
- Has some statutory authority to implement completion initiatives



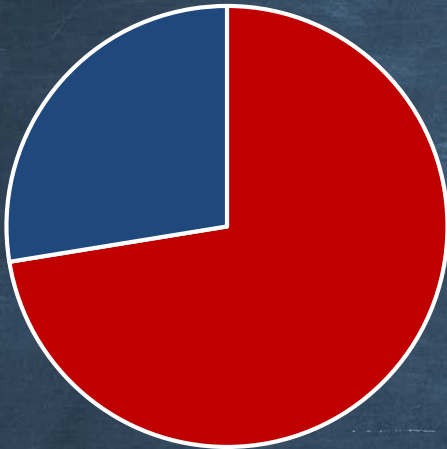
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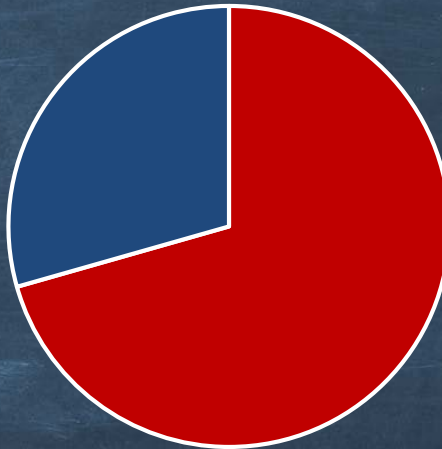
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State of Missouri Politics

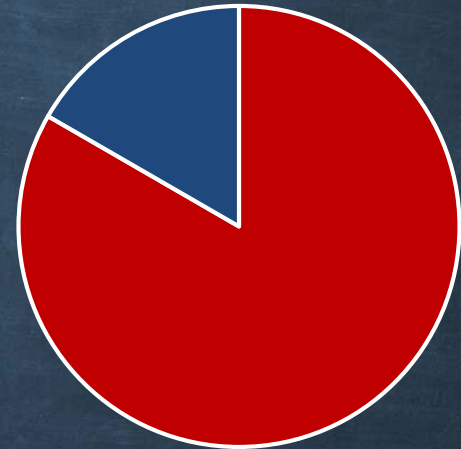
House



Senate



Statewides



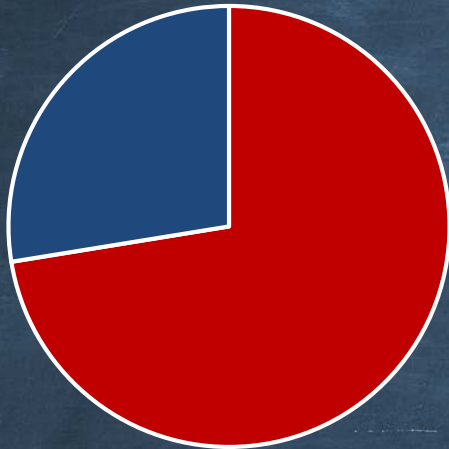
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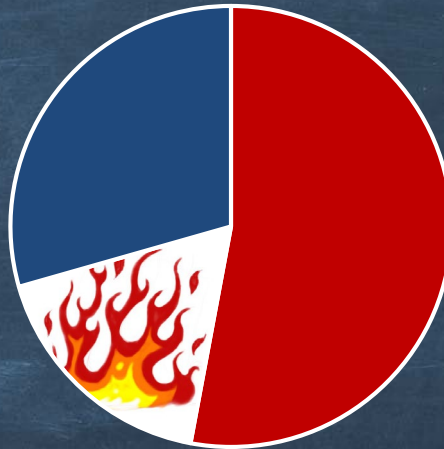
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State of Missouri Politics

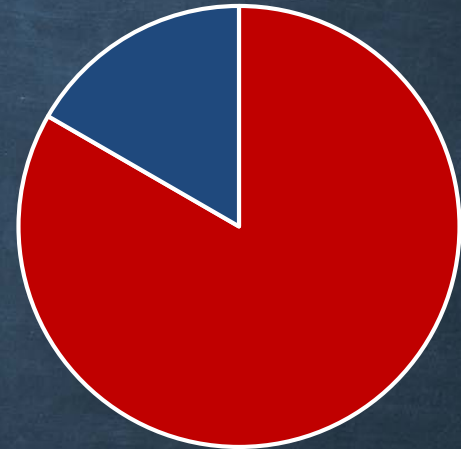
House



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Statewides



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State of Missouri Leadership



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State of Missouri Leadership



IF IT IS TO BE,
IT IS UP TO ME



IF IT IS TO BE,
IT IS UP TO **US**



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State of Missouri Leadership



LAZER FOCUS:

**WORKFORCE
DEVELOPMENT**

INFRASTRUCTURE



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Talent for Tomorrow: Process

**Best in
Midwest**

**Workforce
Task Force**



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Process

External Stakeholder Engagement



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Talent for Tomorrow: Process



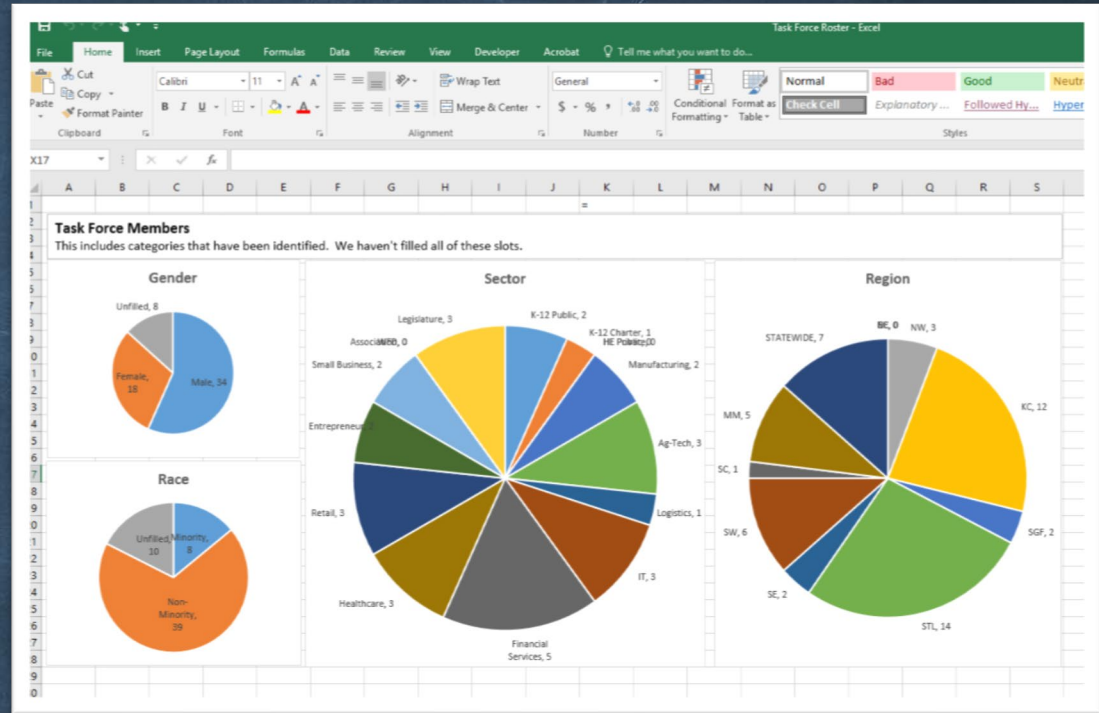
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Talent for Tomorrow: Process

Task Force



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Talent for Tomorrow: Process

Meaningful Regional Conversations



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Talent for Tomorrow: Process



Call For Ideas
Now Open

BEST IN MIDWEST



TALENT FOR TOMORROW



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Talent for Tomorrow: Process



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Takeaways



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Talent for Tomorrow: Process



“It sounds to me like you’re trying to sell more higher education. And that’s not what my kids need.”

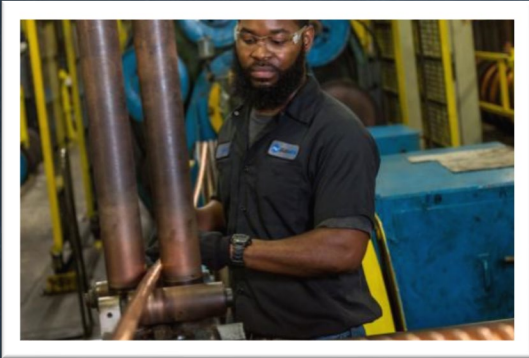


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Talent for Tomorrow: Process



“There was a time in this country when we thought we weren’t going to make things in America anymore, and we adjusted our education system accordingly. Now it’s time to adjust for today’s reality.”



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Talent for Tomorrow: Process

“Kids need to understand that there are good choices after high school other than college.”



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Talent for Tomorrow: Process

**“ Whatever you do...
don’t create
another
program.”**



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Talent for Tomorrow: Process



“If the ladder of educational opportunity rises high at the doors of some youth and scarcely rises at the doors of others, while at the same time formal education is made a prerequisite to occupational and social advance, then education may become a means, not of eliminating race and class distinction, but of deepening and solidifying them.”

Truman Commission Report
1947



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The Theory



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Talent for Tomorrow: The Theory

More
Missourians
working

X

More
productive
workers

=

Economic
growth



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Talent for Tomorrow: The Theory

Increase the number
of people in
Missouri's workforce

- **Become the best place to live and work**
- **Connect all Missourians with work**

Increase the
productivity of
Missouri's workforce

- **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**



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Talent for Tomorrow: The Theory

BOTH AND



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Talent for Tomorrow: The Theory



Many students and employers need specific skills now.



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Talent for Tomorrow: The Theory



Photo credit: Ozarks Technical Community College Facebook

**Sometimes
you gotta
make a living
before you can
make a life.**

Dr. Scott Ralls
Northern Virginia
Community College President



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Talent for Tomorrow: The Theory

We can train for jobs – but most employers are really clamoring for essential skills.



Durable skills will matter most in the long run.



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Talent for Tomorrow : The Theory

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Talent for Tomorrow : The Theory

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Process

Cabinet Subcommittee



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Talent for Tomorrow: Comprehensive Strategy



| K-12 | Higher Education | Public Workforce System | Social Services | Business and Economic Development |
|---|------------------|--|---|---|
| Business and Education Partnership Increase IRCs | A++ MoExcels | Department of Talent Mo Apprenticeships | HOPE Initiative Focus Federal Funds Expand Child Care Benefits Healthy Workforce | Missouri One-Start Focus DED Funds Governor's Council |

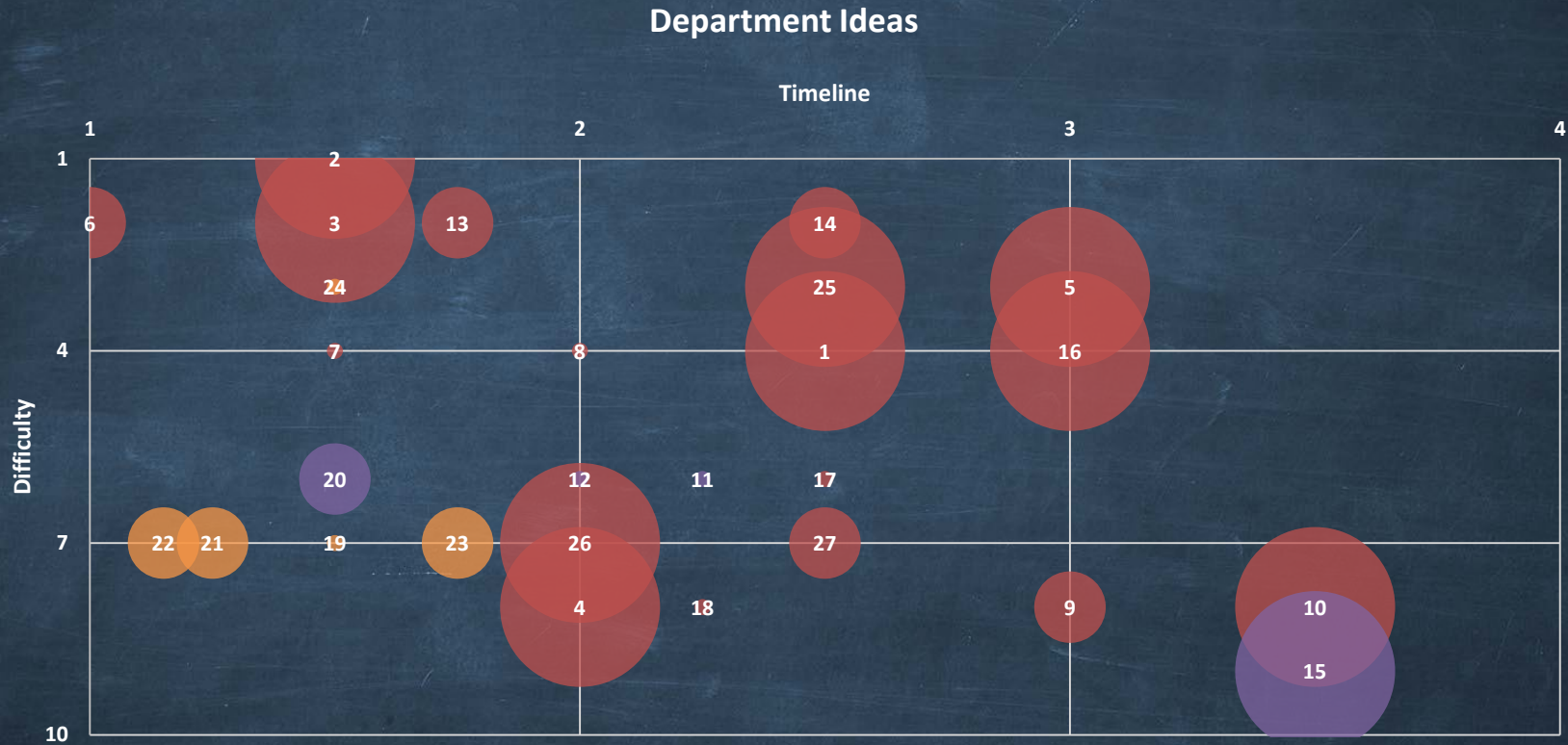


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Talent for Tomorrow: Comprehensive Strategy



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Postsecondary Initiatives



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Talent for Tomorrow: Postsecondary Initiatives

- Fast Track
- MoExcels
- Apprenticeships
- Redefine postsecondary success
- Agency Transformation



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Talent for Tomorrow: Fast Track



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Talent for Tomorrow: Fast Track



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Talent for Tomorrow: Fast Track

ASK OF COMMUNITIES

1. Be frank with your local higher ed institutions.
2. Spread the word.
3. Fight for your community. Use every tool you have.
4. Respond to opportunity with the same urgency you approach with which you approach emergency.



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Talent for Tomorrow: MoExcels



\$18.9 million investment in projects that create or expand programs that prepare students for work in high-demand occupations

Most are programs students will be able to use **Fast Track** to participate in

9 of 18 projects are in **rural** communities

Both of Missouri's **historically black colleges** received funding



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Talent for Tomorrow: Apprenticeships



WORKING TO **EXPAND, MODERNIZE, & SUSTAIN** APPRENTICESHIPS IN MISSOURI.



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Talent for Tomorrow: Redefine Postsecondary Success

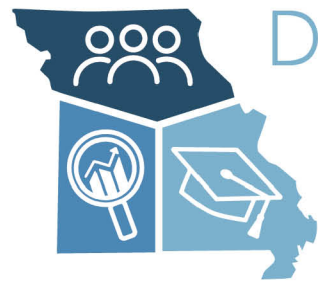


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Talent for Tomorrow: Agency Transformation



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



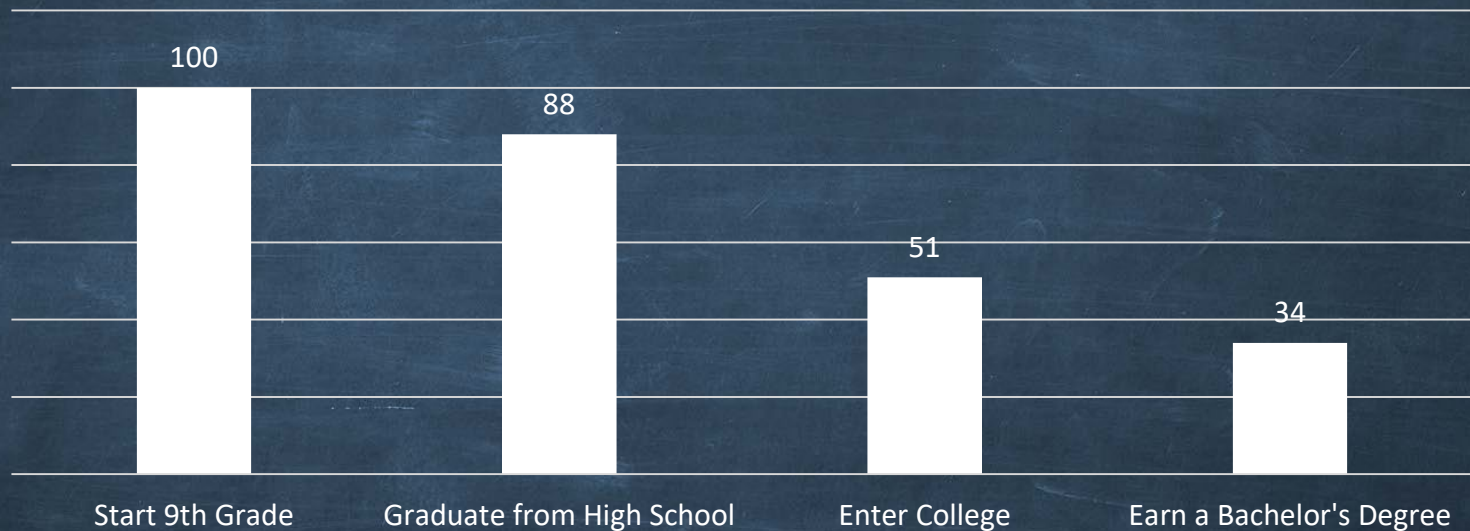
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Talent for Tomorrow: Agency Transformation

Missouri's Education Pipeline



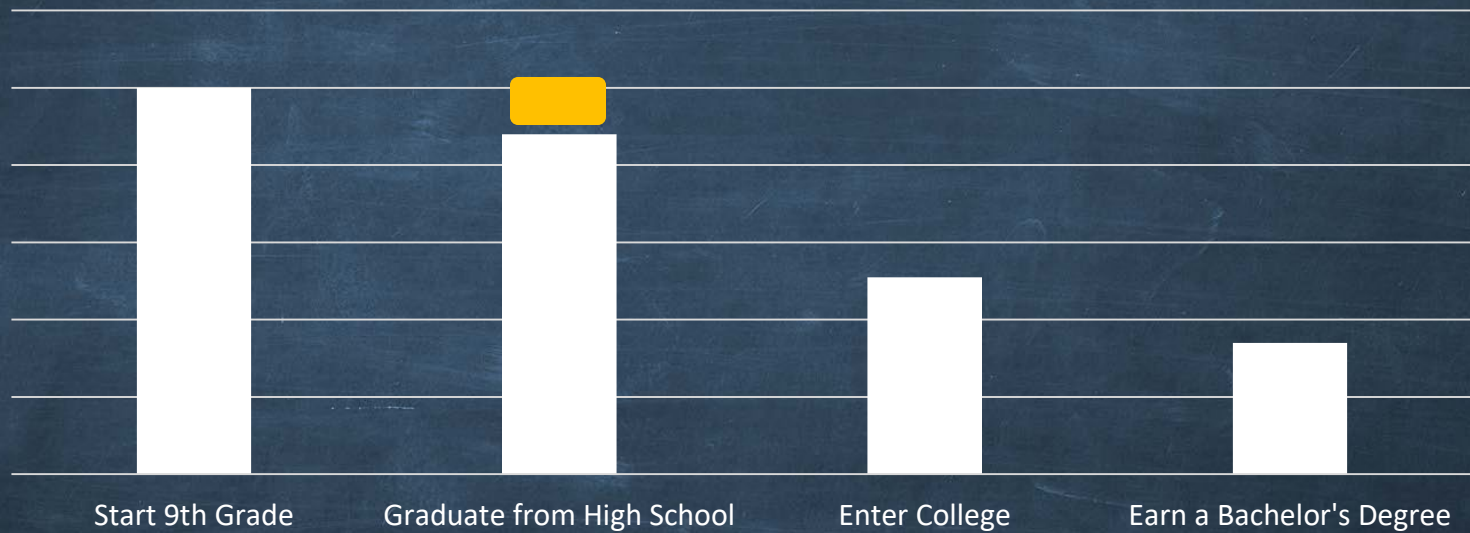
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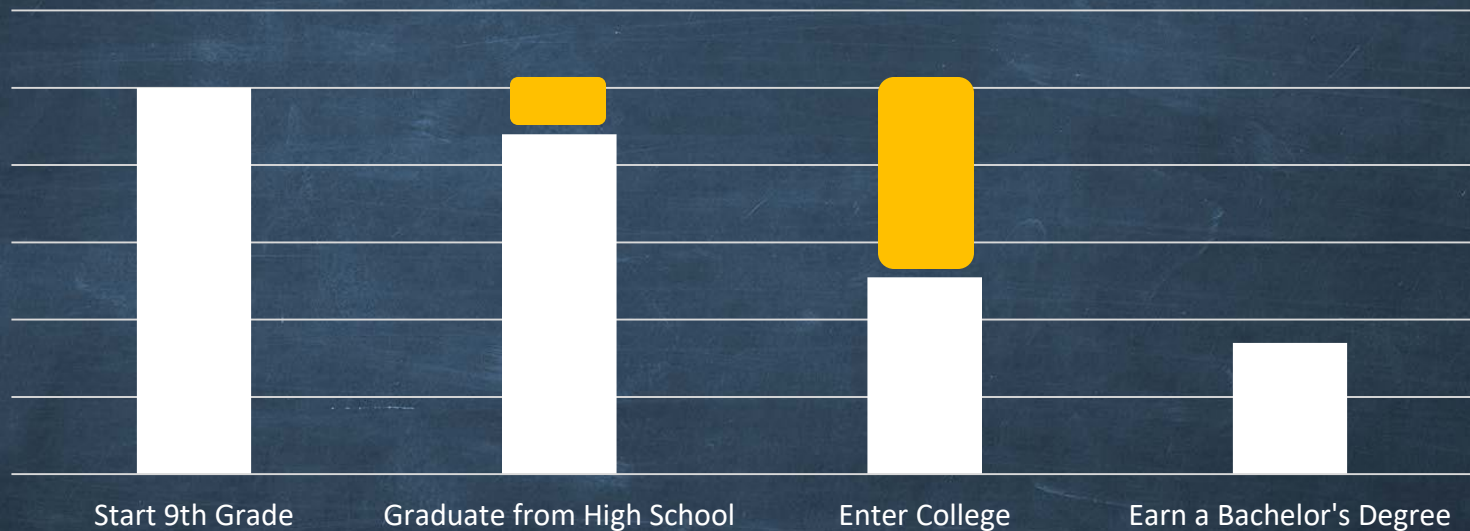
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Missouri's Education Pipeline



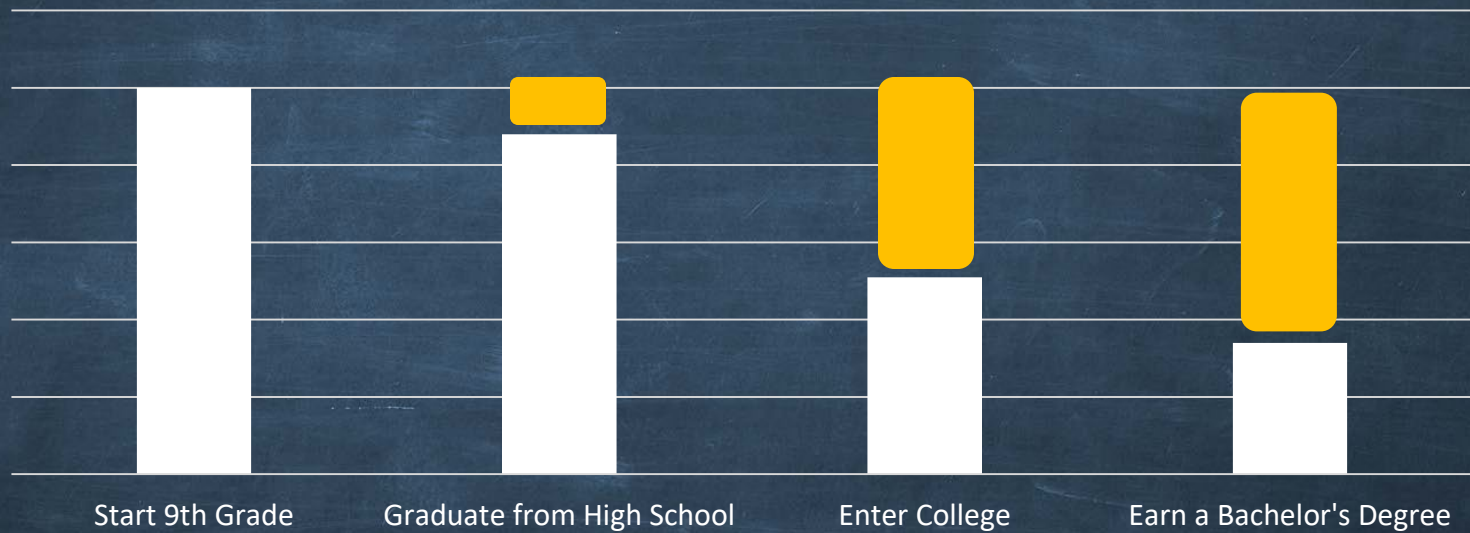
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Missouri's Education Pipeline



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Talent for Tomorrow: Agency Transformation



SHEEO

STATE HIGHER EDUCATION EXECUTIVE OFFICERS ASSOCIATION

President's Message

Dear Colleagues:

As summer comes to an end, I can't help but reflect on a fulfilling season it has been. SHEEO holds both its Annual Meeting and Policy

This theme of value is one we cannot lose sight of as we advance higher education policy in our states. What we must remember is that what one considers as valuable differs. Many of those questioning higher education's value do so on the grounds that the working class is being left behind. Reihan Salam, president of the Manhattan Institute, recently wrote that higher education detractors note that **"the problem with America's current approach to post-secondary education is that it channels the lion's share of resources to colleges, which service a relatively privileged third of the country, while the remaining two-thirds of Americans are left to fend for themselves without the funding or training necessary to acquire a skill that offers an attractive wage in our globalized economy."** This is the divide we must address in the months and years ahead. Higher education must be viewed more expansively, with opportunities and funding available for a greater number of students to gain much-needed skills. Just as important, this training must be of quality.



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Talent for Tomorrow: Agency Transformation

1

Raise
AWARENESS
of options

2

Help more
Missourians
GET ON A PATH

3

Increase
ATTAINMENT
of education
and training

4

Make DHEWD the
BEST PLACE TO WORK

5

Relentlessly focus on using data to drive
PERFORMANCE AND OUTCOMES



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Lessons Learned



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Lessons Learned

- Use data to tell your story
- You have the data
- Hit the road -- you can't make good public policy based on what you see when you look out your window in the capital city
- Structured conversations avoid same-old-same-old
- Maxims matter
- A best-in-class comms strategy is essential to any major change initiative



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Lessons Learned

- Make friends
- Get the Governor on board
- There's no such thing as overcommunication
- Have ambition for your state



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QUESTIONS, COMMENTS, AND COMPLAINTS WELCOME

ZORA MULLIGAN

COMMISSIONER OF HIGHER EDUCATION

(573) 751-2361

ZORA.MULLIGAN@DHEWD.MO.GOV

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CONNECT WITH ME ON LINKEDIN



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