

FACT SHEET

Web Link to Workforce 2025 Report: <http://www.p-20.mo.gov/workforce2005.html>

Background

- In 2006 Governor Blunt signed into law the creation of the Missouri P-20 Council. The Council consists of the state's two education agencies –DESE and DHE and the respective boards – State Board of Education and Coordinating Board for Higher Education; and unlike most states, DED the agency with primary responsibility for meeting the needs of business and industry.
- The job of the Council is to provide a better, stronger, more aligned education and workforce training system where each level of education prepares students well for the next level and for entry into the workforce. This alignment of systems and programs will better serve Missourians and make it easier for our state's students to receive the education they need to compete in today's global economy.
- The Council's first deliverable was the Workforce 2025 Report. Released in December 2007, it provides an analysis of education and economic trends to identify the mismatch between supply and skill sets of emerging workers in the P-20 system and industry demand for family-supporting jobs of the future.

Workforce 2025 Profile

- Missouri's total population is projected to increase by 9.5 percent from 2005 to 2025. During that time, Missouri's older population groups are projected to increase in size relative to the state's population as a whole.
- Many of Missouri's top employing sectors will require significantly more math and science-intensive occupations while at the same time facing high percentages of workers retiring.
- Sixty percent of Missouri's workforce in 2025 is already working today.
- Skill attainment will be just as critical as degree acquisition in terms of being able to meet the expanding needs of future employers.
- New technologies will be embedded in nearly every job in 2025. A functional level of digital literacy will be required of every worker who wants to remain marketable in an increasingly high-tech 2025 economy.

Challenges

- Missouri institutions of higher education are producing fewer college graduates in science and mathematics-related fields than they did 20 years ago.
- The percentage of first-time freshman from Missouri public high schools enrolled in remedial math and reading classes at Missouri public institutions has increased.
- While the supply of degreed professionals may surpass the overall occupational demand for workers in the coming years, evidence suggests that there will be significant gaps in producing sufficient numbers and quality of graduates adequately prepared to enter some occupations, and that Missouri's regions vary greatly in the challenges they face for ensuring access to a well educated workforce as well as the opportunities they have for growth.

Next Steps/Input Process

- Governor Blunt along with business leaders is hosting regional summits to highlight existing resources and groups working on P-20 issues, raise awareness, validate findings, offer additional input and solutions for a more aligned P-20 system in all areas, with particular emphasis on METS disciplines. It is hoped that regional leaders will use the process to plan and act locally to improve the quality and relevance of education and training to ensure Missourians have the right talent and fit for family-supporting jobs specific to those regions.
- Other inputs, in addition to the regional summits, include the work of the METS Coalition (e.g. Data book, Action Plan), State Boards (e.g. DHE, DESE, MWIB), DED Industry Councils, local chambers of commerce, and other local groups working to improve education and business partnerships. .
- All of these inputs will inform the development of a 2008 Workforce 2025 Action Plan that will be used to drive a bold agenda (e.g. policy changes, budget implications, potential legislative initiatives, and other related actions.) to ensure that Missouri produces an adequate supply of skilled workers who meet industry demand in the years ahead and become productive engaged citizens in Missouri communities throughout the state.

Key Quotes from the Workforce 2025 Report

- ▶ In the 2025 economy, Missouri will be more than a state that consumes its share of high-technology goods and services; we want to be a national leader in the creation of high-tech innovations that drive high-wage jobs and improve the quality of life for all Missourians. *(page 4)*
- ▶ If Missouri is to reap the rewards that are awaiting those who embrace a culture of lifelong learning, we must coordinate our efforts as a state and rally around key education and workforce strategies that will place Missouri at the forefront of an economic transformation unlike any other in its rich history. *(page 4)*
- ▶ The new driver of global economic competitiveness is the ability to produce a critical education mass with core competencies in math and science. *(page 5)*
- ▶ In the years ahead, most of the people who will determine the outcome of Missouri's economy are already working. Assuming that all Missourians aged 16 to 65 are eligible to work, nearly 60 percent of the eligible workforce in 2025 was already working in 2005, even more if it was assumed that the normal retirement age extends to 70 years. In addition, the future workplace will be more diverse. In 2020 the labor participation of Hispanics is expected to be higher than that of all other groups. *(page 5)*
- ▶ For the workforce of 2025, skill attainment will be just as critical as degree acquisition in terms of being able to meet the expanding needs of future employers. ... Whether it is a farmer who uses the latest GPS-enabled equipment to mitigate against diseased soil, a security guard who monitors biometric scanning technology, a nurse who spends on average half of his or her time monitoring patients via electronic equipment, or a CEO who oversees a web of virtual networks to strategically manage global assets, a functional level of digital literacy will be required of every worker if they are to remain marketable in an increasingly high-tech 2025 economy. *(pages 5-6)*
- ▶ In terms of the impact of METS occupations on Missouri's economy, such opportunities are projected to grow at a rate of 20 percent from 2004-2015 with over 22,000 openings. *(page 8)*
- ▶ Of the almost 800 occupations in Missouri, the 30 largest employing occupations make up nearly 41 percent of the state's total employment. Despite some changes in rankings, 29 of the top 30 employing occupations in 2004 are projected to be in the top 30 in 2015. *(page 11)*
- ▶ Whether the focus is on new and emerging high tech occupations or on traditional occupations that require minimal training, the importance of soft skill development cannot be overlooked. ... These personal attributes include interpersonal skills, integrity, professionalism, initiative, dependability, and reliability. *(page 14)*
- ▶ ...statistics reported by the Missouri Mathematics, Engineering, Technology, and Science (METS) Coalition state that there are twice as many certified teaching applicants in elementary education per opening as there are in math and science. The 2006 METS report also noted that there is a higher rate of turnover for math and science teachers than that of all teachers in Missouri. *(page 19)*
- ▶ Over half of Missouri's 2025 workforce is already in the workforce today. However, many are performing jobs that, due to the rapidly changing economy, will no longer exist or be significantly different 20 years from now. ... In the years ahead, Missouri will need to create many new learning pathways to meet the needs of a non-traditional workforce in need of more relevant skills to be competitive. *(page 23)*
- ▶ The key to Missouri's future economic competitiveness lies not just in its ability to provide Missourians with relevant education and training offerings throughout the education continuum, but also to be an attractive option to retain them and to recruit talent from other locales. The emigration of young, talented, and degreed individuals to other locales due to lack of opportunity, want for a better lifestyle, or other like reasons, is a critical issue when addressing possible workforce gaps in Missouri. *(page 25)*

Related Resources

- "Beyond the Three Rs: Voter Attitudes toward 21st Century Skills," 2007, Partnership for 21st Century Skills, www.21stcenturyskills.org
- "Adult Learning in Focus: National and State-by-State Data," 2008, CAEL in partnership with NCHEMS, www.cael.org/adultlearninginfo.htm and www.higheredinfo.org
- "SHRM 2007 Symposium on the Workforce Readiness of the Future U.S. Labor Pool," Society for Human Resource Management, Nov. 2007, www.shrm.org/research
- "Are They Really Ready to Work? Employers' Perspectives on the Basic Knowledge and Applied Skills of New Entrants to the 21st Century U.S. Workforce," 2006, collaboration of The Conference Board (www.conference-board.org), Corporate Voices for Working Families (www.cvworkingfamilies.org), the Partnership for 21st Century Skills (www.21stcenturyskills.org), and the Society for Human Resource Management (www.shrm.org).
- "Missouri's Employment Outlook: 2004-2014," Missouri Economic Research & Information Center, www.missourieconomy.org
- "Important, But Not for Me: Parents and Students in Kansas and Missouri Talk About Math, Science and Technology Education," 2007, Public Agenda with support from the Ewing Marion Kauffman Foundation, www.publicagenda.org.
- "enGauge 21st Century Skills For 21st Century Learners: Literacy in the Digital Age," 2003, NCREL (www.ncrel.org) and METIRI Group (www.metiri.com).