

# STATEWIDE VALIDATION

of  
National Career Cluster Knowledge and Skills Statements  
with  
Suggestions to Better Prepare the Workforce of Tomorrow

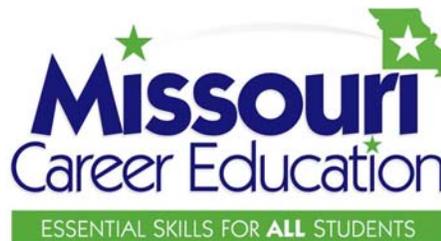
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*Responses Received from Online Survey of Missouri Business and Industry  
Conducted November 20, 2006 through January 8, 2007*

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## 16 Career Clusters

- *Agriculture, Food and Natural Resources*
- *Architecture and Construction*
- *Arts, Audio-Visual Technology, and Communication*
- *Business, Management and Administration*
- *Education and Training*
- *Finance*
- ***Government and Public Administration***
- *Health*
- *Hospitality and Tourism*
- *Human Services*
- *Information Technology*
- *Law, Public Safety, Corrections and Security*
- *Manufacturing*
- *Marketing, Sales and Service*
- *Science, Technology, Engineering and Mathematics*
- *Transportation, Distribution and Logistics*



Department of Elementary and Secondary Education  
Division of Career Education  
Nancy J. Headrick, Assistant Commissioner  
P.O. Box 480  
Jefferson City, MO 65102-0480  
(573) 751-3500

How essential are the following knowledge and skills to a foundation for a career within Government and Public Administration?

	<b>Very Important</b>	<b>Important</b>	<b>Slightly Important</b>	<b>Not Important</b>	<b>No opinion</b>	<b>Response Average</b>
Interpret and apply concepts of geography to perform governmental and public administrative functions.	26% (6)	<b>43% (10)</b>	22% (5)	4% (1)	4% (1)	<b>2.05</b>
Interpret and apply concepts of governance to assess functions of government and public administration in society.	<b>61% (14)</b>	22% (5)	13% (3)	4% (1)	0% (0)	<b>1.61</b>
Select appropriate format to facilitate the flow of ideas and information among government, public administration, the business community, and the general public.	<b>61% (14)</b>	39% (9)	0% (0)	0% (0)	0% (0)	<b>1.39</b>
Negotiate to achieve the goals of government.	<b>61% (14)</b>	35% (8)	0% (0)	4% (1)	0% (0)	<b>1.48</b>
Communicate in one or more foreign languages to reduce difficulties of performing government work with citizens whose first language is not English.	14% (3)	<b>36% (8)</b>	<b>36% (8)</b>	9% (2)	5% (1)	<b>2.43</b>
Apply democratic principles in the process of governmental and administrative policy making to achieve the public will.	39% (9)	<b>57% (13)</b>	0% (0)	4% (1)	0% (0)	<b>1.70</b>
Exploit technologies to achieve common objectives of government and public administration.	<b>57% (13)</b>	30% (7)	13% (3)	0% (0)	0% (0)	<b>1.57</b>
<b>Total Respondents</b>						<b>23</b>

How essential are the following knowledge and skills to a foundation for a career within Government and Public Administration?

	<b>Very Important</b>	<b>Important</b>	<b>Slightly Important</b>	<b>Not Important</b>	<b>No opinion</b>	<b>Response Average</b>
Analyze the systemic relationships of government and public administration agencies to achieve strategic objectives.	<b>50% (10)</b>	35% (7)	10% (2)	5% (1)	0% (0)	<b>1.70</b>
Implement plans and policies to respond to health, safety and environmental needs.	<b>55% (11)</b>	30% (6)	10% (2)	5% (1)	0% (0)	<b>1.65</b>
Evaluate environments to identify hazards and determine abatement strategies.	<b>35% (7)</b>	<b>35% (7)</b>	30% (6)	0% (0)	0% (0)	<b>1.95</b>
Lead a government or public administration agency to develop an organizational vision and strategic plan.	40% (8)	<b>50% (10)</b>	10% (2)	0% (0)	0% (0)	<b>1.70</b>
Design and implement human resource strategies that maximize organizational potential.	<b>50% (10)</b>	35% (7)	15% (3)	0% (0)	0% (0)	<b>1.65</b>
Adopt a standard of practices sufficient to meet legal and ethical requirements and meet the public's expectations for government and public administration.	<b>55% (11)</b>	40% (8)	0% (0)	5% (1)	0% (0)	<b>1.55</b>
Develop a career plan to obtain employment and advance in government and public administration.	30% (6)	<b>40% (8)</b>	30% (6)	0% (0)	0% (0)	<b>2.00</b>
Use geographic information technology to perform duties of government and public administration.	20% (4)	<b>45% (9)</b>	35% (7)	0% (0)	0% (0)	<b>2.15</b>
Administer human, financial, material, and information resources in a manner that instills public trust.	<b>60% (12)</b>	20% (4)	20% (4)	0% (0)	0% (0)	<b>1.60</b>
<b>Total Respondents</b>						<b>20</b>

What other skills and knowledge are essential as a foundation for success in an array of careers and educational pursuits in the Government and Public Administration career cluster?

**Total Respondents**

**4**

(See Comments page)

Please select a career pathway:

		<b>Response Percent</b>	<b>Response Total</b>
Governance		26.3%	5
National Security/Defense and Intelligence		0%	0
Foreign Service		0%	0
Planning		21.1%	4
Revenue and Taxation		0%	0
Regulation		0%	0
<b>Public Management and Administration</b>		<b>52.6%</b>	<b>10</b>
<b>Total Respondents</b>			<b>19</b>

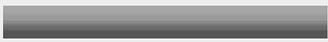
How essential are the following skills for the "Governance" career pathway?

	<b>Very Important</b>	<b>Important</b>	<b>Slightly Important</b>	<b>Not Important</b>	<b>No opinion</b>	<b>Response Average</b>
Interpret and apply geographic concepts to perform governmental and public administrative functions.	25% (1)	25% (1)	<b>50% (2)</b>	0% (0)	0% (0)	<b>2.25</b>
Interpret and apply concepts of governance to define functions of government and public administration in society.	<b>75% (3)</b>	0% (0)	25% (1)	0% (0)	0% (0)	<b>1.50</b>

Select appropriate format to facilitate the flow of ideas and information among government, public administration, the business community, and the general public.	<b>50% (2)</b>	25% (1)	25% (1)	0% (0)	0% (0)	<b>1.75</b>
Negotiate to achieve the goals of government.	<b>50% (2)</b>	25% (1)	25% (1)	0% (0)	0% (0)	<b>1.75</b>
Communicate in one or more foreign languages to reduce difficulties of performing government work with citizens whose first language is not English.	<b>50% (2)</b>	0% (0)	<b>50% (2)</b>	0% (0)	0% (0)	<b>2.00</b>
Apply democratic principles in the process of governmental and administrative policy making to achieve the public will.	25% (1)	<b>50% (2)</b>	25% (1)	0% (0)	0% (0)	<b>2.00</b>
Exploit technologies to achieve common objectives of government and public administration.	<b>75% (3)</b>	0% (0)	25% (1)	0% (0)	0% (0)	<b>1.50</b>
Analyze the systemic relationships of government and public administration agencies to achieve strategic objectives.	<b>50% (2)</b>	25% (1)	25% (1)	0% (0)	0% (0)	<b>1.75</b>
Implement plans and policies to respond to health and environmental needs.	<b>50% (2)</b>	0% (0)	25% (1)	25% (1)	0% (0)	<b>2.25</b>
Evaluate environments to identify hazards and determine abatement strategies.	<b>25% (1)</b>	<b>25% (1)</b>	<b>25% (1)</b>	<b>25% (1)</b>	0% (0)	<b>2.50</b>
Lead a government or public administration agency to develop an organizational vision and strategic plan.	25% (1)	<b>50% (2)</b>	25% (1)	0% (0)	0% (0)	<b>2.00</b>
Design and implement human resource strategies that maximize organizational potential.	<b>25% (1)</b>	<b>25% (1)</b>	<b>25% (1)</b>	<b>25% (1)</b>	0% (0)	<b>2.50</b>

Adopt a standard of practices sufficient to meet legal and ethical requirements and meet the public's expectations for government and public administration.	50% (2)	25% (1)	0% (0)	25% (1)	0% (0)	2.00
Administer human, financial, material, and information resources in a manner that instills public trust.	50% (2)	25% (1)	25% (1)	0% (0)	0% (0)	1.75
Develop a career plan to obtain employment and advance in government and public administration.	25% (1)	25% (1)	50% (2)	0% (0)	0% (0)	2.25
Use geographic information technology to perform duties of government and public administration.	25% (1)	25% (1)	50% (2)	0% (0)	0% (0)	2.25
<b>Total Respondents</b>						<b>4</b>

What other skills and knowledge are essential for this career pathway?	
<b>Total Respondents</b>	<b>1</b>

How would you characterize your relationship to the workforce in the career pathway of Governance? Answer as many as applicable.			
		<b>Response Percent</b>	<b>Response Total</b>
I make hiring decisions		25%	1
I supervise people who are in this career field		50%	2
<b>I work in this career field</b>		<b>75%</b>	<b>3</b>
I have a friend or relative who works in this career field		0%	0
I have an interest in improving the quality of the workforce in this area		50%	2

I have an interest in attracting more people to this career field		25%	1
I have no professional connection with this career field		0%	0
Other (please specify)		25%	1
<b>Total Respondents</b>			<b>4</b>

Thank you for your responses. Please indicate what you would like to do next.

		Response Percent	Response Total
<b>Continue to the final wrap-up questions of this survey</b>		100%	4
Return to the Government & Public Administration list to select another career pathway.		0%	0
<b>Total Respondents</b>			<b>4</b>

How essential are the following skills for the "National Security/Defense and Intelligence" career pathway?

	Very Important	Important	Slightly Important	Not Important	No opinion	Response Average
Develop and implement courses to train persons who will perform tasks relating to national security.	0% (0)	0% (0)	0% (0)	0% (0)	0% (0)	<b>0.00</b>
Recognize the appropriate duties, responsibilities, and authority of organization personnel at all levels to facilitate maximum utilization of human resources.	0% (0)	0% (0)	0% (0)	0% (0)	0% (0)	<b>0.00</b>
Provide leadership necessary to ensure compliance with rules of engagement and other applicable ethical standards.	0% (0)	0% (0)	0% (0)	0% (0)	0% (0)	<b>0.00</b>

Collect and analyze information from within and outside the United States to assess threats and opportunities relevant to national security.	0% (0)	0% (0)	0% (0)	0% (0)	0% (0)	<b>0.00</b>
Translate and analyze signals to discover elements indicative of intent, plans, and operations of potentially hostile governments, groups, or individuals.	0% (0)	0% (0)	0% (0)	0% (0)	0% (0)	<b>0.00</b>
Prepare and coordinate strategies to defend against effects of chemical, biological, or nuclear (CBR) events.	0% (0)	0% (0)	0% (0)	0% (0)	0% (0)	<b>0.00</b>
<b>Total Respondents</b>						<b>0</b>

What other skills and knowledge are essential for this career pathway?	
<b>Total Respondents</b>	<b>0</b>

How would you characterize your relationship to the workforce in the career pathway of National Security/Defense and Intelligence? Answer as many as applicable.			
		<b>Response Percent</b>	<b>Response Total</b>
I make hiring decisions		0%	0
I supervise people who are in this career field		0%	0
I work in this career field		0%	0
I have a friend or relative who works in this career field		0%	0
I have an interest in improving the quality of the workforce in this area		0%	0
I have an interest in attracting more people to this career field		0%	0

I have no professional connection with this career field		0%	0
Other (please specify)		0%	0
<b>Total Respondents</b>			<b>0</b>

Thank you for your responses. Please indicate what you would like to do next.

		<b>Response Percent</b>	<b>Response Total</b>
Continue to the final wrap-up questions of this survey		0%	0
Return to the Government & Public Administration list to select another pathway.		0%	0
<b>Total Respondents</b>			<b>0</b>

How essential are the following skills for the "Public Management & Administration" career pathway?

	<b>Very important</b>	<b>Important</b>	<b>Slightly Important</b>	<b>Not Important</b>	<b>No opinion</b>	<b>Response Average</b>
Align department vision, goals, and mission to support those of the agency.	<b>78% (7)</b>	22% (2)	0% (0)	0% (0)	0% (0)	<b>1.22</b>
Design and implement strategies to maximize the potential of the department to meet its vision, goals, and missions.	<b>78% (7)</b>	22% (2)	0% (0)	0% (0)	0% (0)	<b>1.22</b>
Manage departmental budget and allocation processes to ensure that resources are applied in a manner that is consistent with department's vision, missions, and goals.	<b>89% (8)</b>	11% (1)	0% (0)	0% (0)	0% (0)	<b>1.11</b>

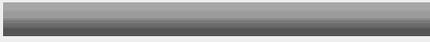
Facilitate the flow of ideas and information to keep the agency and constituency informed of departmental policies and operations.	<b>78% (7)</b>	22% (2)	0% (0)	0% (0)	0% (0)	<b>1.22</b>
Utilize agency expertise to help elected officials and others identify, implement, and achieve common goals and objectives.	<b>67% (6)</b>	33% (3)	0% (0)	0% (0)	0% (0)	<b>1.33</b>
Provide analysis, planning, and fiscal services to fund agency priorities.	44% (4)	<b>56% (5)</b>	0% (0)	0% (0)	0% (0)	<b>1.56</b>
Develop and manage plans and systems to meet agency procurement needs without wasting funds or engaging in unethical behavior.	<b>89% (8)</b>	11% (1)	0% (0)	0% (0)	0% (0)	<b>1.11</b>
Announce procurement requirements and procedures and publicly release solicitations for bids or proposals to ensure fairness, achieve socio-economic acquisition objectives, and use tax monies efficiently.	<b>89% (8)</b>	11% (1)	0% (0)	0% (0)	0% (0)	<b>1.11</b>
Evaluate bids and proposals to make awards consistent with requirements of procurement process.	<b>56% (5)</b>	44% (4)	0% (0)	0% (0)	0% (0)	<b>1.44</b>
Administer contracts after award to ensure that the public receives what it is paying for.	<b>78% (7)</b>	22% (2)	0% (0)	0% (0)	0% (0)	<b>1.22</b>
Apply laws and policies to protect or disclose information as appropriate.	<b>78% (7)</b>	22% (2)	0% (0)	0% (0)	0% (0)	<b>1.22</b>
<b>Total Respondents</b>						<b>9</b>

What other skills and knowledge are essential for this career pathway?

**Total Respondents**

**0**

How would you characterize your relationship to the workforce in the career pathway of Public Management and Administration? Answer as many as applicable.

		<b>Response Percent</b>	<b>Response Total</b>
<b>I make hiring decisions</b>		<b>66.7%</b>	<b>6</b>
<b>I work in this career field</b>		<b>66.7%</b>	<b>6</b>
I supervise people who are in this career field		55.6%	5
<b>I have an interest in improving the quality of the workforce in this area</b>		<b>66.7%</b>	<b>6</b>
I have an interest in attracting more people to this career field		33.3%	3
I have no professional connection with this career field		33.3%	3
I have a friend or relative who works in this career field		22.2%	2
No response		0%	0
<b>Total Respondents</b>			<b>9</b>

Thank you for your responses. Please indicate what you would like to do next.

		<b>Response Percent</b>	<b>Response Total</b>
<b>Continue to the final wrap-up questions of this survey</b>		<b>100%</b>	<b>9</b>
Return to the Government & Public Administration list to select another pathway.		0%	0
<b>Total Respondents</b>			<b>9</b>

How essential are the following skills for the "Foreign Service" career pathway?						
	Very Important	Important	Slightly Important	Not Important	No opinion	Response Average
Use knowledge of history, law, geography, natural resources, and economics; of social, political, business, and religious history and customers; and of U.S. foreign policy to advance acceptance of American positions and objectives in other countries.	0% (0)	0% (0)	0% (0)	0% (0)	0% (0)	<b>0.00</b>
Use knowledge of history, law, geography, natural resources, and economic; of social, political, business, and religious history and customs; and of U.S. foreign policy to recommend modification of U.S. Foreign Service efforts.	0% (0)	0% (0)	0% (0)	0% (0)	0% (0)	<b>0.00</b>
Know and use U.S. and host-country laws, regulations, policies, and procedures to manage administrative matters.	0% (0)	0% (0)	0% (0)	0% (0)	0% (0)	<b>0.00</b>
Apply knowledge of host-country laws, customs, and of effective administrative practices to manage the conduct of diplomatic operations.	0% (0)	0% (0)	0% (0)	0% (0)	0% (0)	<b>0.00</b>
<b>Total Respondents</b>						<b>0</b>

What other skills and knowledge are essential for this career pathway?	
<b>Total Respondents</b>	
<b>0</b>	

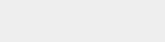
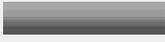
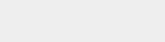
How essential are the following skills for the "Planning" career pathway?

	<b>Very Important</b>	<b>Important</b>	<b>Slightly Important</b>	<b>Not Important</b>	<b>No opinion</b>	<b>Response Average</b>
Coordinate complex planning to permit coherent integration of plans.	25% (1)	<b>75% (3)</b>	0% (0)	0% (0)	0% (0)	<b>1.75</b>
Formulate plans and policies to meet social, economic, and physical needs.	<b>75% (3)</b>	25% (1)	0% (0)	0% (0)	0% (0)	<b>1.25</b>
<b>Total Respondents</b>						<b>4</b>

What other skills and knowledge are essential for this career pathway?

<b>Total Respondents</b>		<b>1</b>
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How would you characterize your relationship to the workforce in the career pathway of Planner (regional or local)? Answer as many as applicable.

		<b>Response Percent</b>	<b>Response Total</b>
I make hiring decisions		25%	1
I supervise people who are in this career field		0%	0
<b>I work in this career field</b>		<b>100%</b>	<b>4</b>
I have a friend or relative who works in this career field		25%	1
I have an interest in improving the quality of the workforce in this area		25%	1
I have an interest in attracting more people to this career field		0%	0
I have no professional connection with this career field		0%	0
Other (please specify)		0%	0
<b>Total Respondents</b>			<b>4</b>

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Thank you for your responses. Please indicate what you would like to do next.

		<b>Response Percent</b>	<b>Response Total</b>
<b>Continue to the final wrap-up questions of this survey</b>		<b>100%</b>	<b>4</b>
Return to the Government & Public Administration list to select another pathway.		0%	0
<b>Total Respondents</b>			<b>4</b>

How essential are the following skills for the "Revenue and Taxation" career pathway?

	<b>Very Important</b>	<b>Important</b>	<b>Slightly Important</b>	<b>Not Important</b>	<b>No opinion</b>	<b>Response Average</b>
Interpret laws, apply investigative principles, and follow agency procedures to examine evidence and accomplish revenue compliance.	0% (0)	0% (0)	0% (0)	0% (0)	0% (0)	<b>0.00</b>
Acquire, analyze, and disseminate information to facilitate clear and positive communication with taxpayers.	0% (0)	0% (0)	0% (0)	0% (0)	0% (0)	<b>0.00</b>
<b>Total Respondents</b>						<b>0</b>

What other skills and knowledge are essential for this career pathway?

<b>Total Respondents</b>	<b>0</b>
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How essential are the following skills for the "Regulation" career pathway?

	<b>Very Important</b>	<b>Important</b>	<b>Slightly Important</b>	<b>Not Important</b>	<b>No opinion</b>	<b>Response Average</b>
Enforce compliance with legal requirements and regulatory standards.	0% (0)	0% (0)	0% (0)	0% (0)	0% (0)	<b>0.00</b>
Perform inspections to investigate the degree of compliance with regulatory standards.	0% (0)	0% (0)	0% (0)	0% (0)	0% (0)	<b>0.00</b>
Explore options for achieving an acceptable degree of compliance.	0% (0)	0% (0)	0% (0)	0% (0)	0% (0)	<b>0.00</b>
Take corrective action to ensure compliance or terminate noncompliance.	0% (0)	0% (0)	0% (0)	0% (0)	0% (0)	<b>0.00</b>
<b>Total Respondents</b>						<b>0</b>

What other skills and knowledge are essential for this career pathway?

<b>Total Respondents</b>	<b>0</b>
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How would you characterize your relationship to the workforce in the career pathway of Regulation? Answer as many as applicable.

	<b>Response Percent</b>	<b>Response Total</b>
I make hiring decisions	0%	0
I work in this career field	0%	0
I supervise people who are in this career field	0%	0
I have an interest in improving the quality of the workforce in this area	0%	0
I have an interest in attracting more people to this career field	0%	0
I have no professional connection with this career field	0%	0

I have a friend or relative who works in this career field		0%	0
Other (please specify)		0%	0
<b>Total Respondents</b>			<b>0</b>

Thank you for your responses. Please indicate what you would like to do next.

		<b>Response Percent</b>	<b>Response Total</b>
Continue to the final wrap-up questions of this survey		0%	0
Return to the Government & Public Administration list to select another pathway.		0%	0
<b>Total Respondents</b>			<b>0</b>

In which state do you live?

		<b>Response Percent</b>	<b>Response Total</b>
<b>Missouri</b>		<b>100%</b>	<b>17</b>
Other (please specify)		0%	0
<b>Total Respondents</b>			<b>17</b>

Please indicate the professional area in which you work:

		<b>Response Percent</b>	<b>Response Total</b>
Business/Industry		29.4%	5
State Agency		11.8%	2
Federal Agency		0%	0
<b>Association/Chamber</b>		<b>41.2%</b>	<b>7</b>
Secondary Education		5.9%	1
Postsecondary Education		0%	0
Other (please specify)		11.8%	2
<b>Total Respondents</b>			<b>17</b>

Years of work experience:			
		<b>Response Percent</b>	<b>Response Total</b>
Student		0%	0
0-1		0%	0
<b>2-5</b>		<b>23.5%</b>	<b>4</b>
6-10		17.6%	3
11-20		17.6%	3
<b>21-30</b>		<b>23.5%</b>	<b>4</b>
31+		17.6%	3
<b>Total Respondents</b>			<b>17</b>

What other comments would you like to add related to career education in Missouri?	
<b>Total Respondents</b>	<b>2</b>

Would you be willing to participate in future surveys like this related to Missouri Career Education and workforce development?

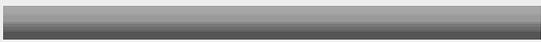
		<b>Response Percent</b>	<b>Response Total</b>
<b>Yes</b>		<b>58.8%</b>	<b>10</b>
Maybe		11.8%	2
<b>No</b>		29.4%	5
<b>Total Respondents</b>			<b>17</b>

Would you be willing to serve on a local or state advisory council for the betterment of career education and workforce preparation in Missouri?

		<b>Response Percent</b>	<b>Response Total</b>
<b>Yes</b>		23.5%	4
Maybe		11.8%	2
<b>No</b>		<b>64.7%</b>	<b>11</b>
<b>Total Respondents</b>			<b>17</b>

If you indicated "yes" or "maybe" to either of the two questions above, please provide DESE your contact information (include name, company, address, telephone number, and e-mail address). This information will be used solely for the purposes described.

<b>Total Respondents</b>	<b>7</b>
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Through which channel did you receive this survey?			
		Response Percent	Response Total
Trade association or professional society		0%	0
<b>Chamber of Commerce or industry group</b>		<b>83.3%</b>	<b>15</b>
Business colleague		11.1%	2
e-mail from Department of Elementary and Secondary Education		5.6%	1
Educator		0%	0
Website link		0%	0
Word-of-mouth		0%	0
Other (please specify)		0%	0
<b>Total Respondents</b>			<b>18</b>

Was this survey easy to use?			
		Response Percent	Response Total
<b>Yes</b>		<b>88.9%</b>	<b>16</b>
No		5.6%	1
Somewhat		5.6%	1
Comments		0%	0
<b>Total Respondents</b>			<b>18</b>

**COMMENTS FOR GOVERNMENT and PUBLIC ADMINISTRATION:****FOUNDATION Knowledge and Skills:**

What other skills and knowledge are essential as a foundation for success in an array of careers and educational pursuits in the Government and Public Administration career cluster?	
1.	Knowledge of how laws and regulations are developed and perceived to be achieved, THEN, knowledge of those laws and regulations and the implications of how those laws are interpreted and administered. Difficult process and more difficulty in the interpretations and implementations of those laws and regulations.
2.	Establish and maintain communication paths with essential partnering organizations
3.	OUTSTANDING LISTENER.
4.	Ability to organize information and present it clearly and consisely to a variety of audiences. Strong oral presentation skills

**PATHWAY Knowledge and Skills:****GOVERNANCE**

What other skills and knowledge are essential for this career pathway?	
1.	Knowledge of how laws and regulations are created and THEN how those laws and regulations relate to the environment for which they have been developed. Often they are not achievable in the local environments where it seems to the governing body to be critical.

**NATIONAL SECURITY / DEFENSE AND INTELLIGENCE**

No comments.

**PLANNING**

What other skills and knowledge are essential for this career pathway?	
1.	Ability to present information to a variety of audiences.

**PUBLIC MANAGEMENT AND ADMINISTRATION**

No comments.

**FOREIGN SERVICE**

No comments.

**PLANNING**

No comments.

**REGULATION**

No comments.

**OTHER COMMENTS:**

What other comments would you like to add related to career education in Missouri?

1. Reduce government bureaucracy and truly look at the workforce of the year 2006+. Take a good look at the laws and regulations that impact those who are trying to take advantage of a really significant, and well organized State and Federal system of workforce readiness.
2. Gain a good understanding of economics and a deep appreciation for entrepreneurship or good ideas that empower businesses to succeed and add job opportunities.