



WORKFORCE2030

Conference Agenda

Tuesday, October 15, 2019

10:00am Welcome

Dan Mehan – President/CEO, Missouri Chamber of Commerce & Industry

10:10 - 10:45am Kick-off Keynote

Workforce 2030: Six Strategies Transforming Missouri's Workforce

Ted Abernathy – Principal, Economic Leadership LLC

As the author of the Missouri Chamber Foundation's Workforce 2030 Report, Abernathy sets the stage for the conference. Since its release last year, Workforce 2030 has helped guide Missouri's efforts to transform how our state attracts, retains and develops workers. Abernathy will discuss future steps Missouri must take to compete on the national stage.

11:00 - 11:45am Breakout Sessions

Building An Impactful Trades Program In Rural Missouri

A.J. Tinker – CTE Director, Salem High School Trades Program

You don't need to have a big budget to make a big impact on your local workforce. Learn how one small community put Career Technical Education (CTE) on the forefront of its local workforce development strategy to fill open positions in the skilled trades.

Opportunity For All: Engaging Business And Community Partnerships For Students

Dr. Rhonda Key – Principal, Jennings High School

Driven by the desire to offer all students career pathway exploration in high school, Jennings School District has developed and leveraged business and community partnerships in nontraditional — yet effective — ways. The results have been transformative for students and educators at this school.

National Geospatial-Intelligence Agency: The Race For Talent

Jason Hall – Co-founder/CEO, Arch to Park

Anyone who sails a U.S. ship, flies a U.S. aircraft, makes national policy decisions, fights wars, locates targets, responds to natural disasters or even uses a cellphone for directions relies on the National Geospatial-Intelligence Agency. Learn how St. Louis is meeting the challenge of providing geospatial and IT talent to the NGA. Hall will lead a panel discussion with people who are navigating the expansion.

If You Don't Have A System For Recruiting And Engaging Workers With Disabilities, You Are Missing Out

Kayla Hahn – Policy Director, Office of Gov. Mike Parson

Duane Shumate – Director of Employment, Community and Youth Transition, Missouri Department of Mental Health

How can your company better attract, hire and retain individuals with disabilities to enhance and provide value to your team? Learn more about the Model Employer program, a new Parson initiative to help disabled workers obtain competitive, integrated employment.

12:00 - 12:30pm Lunch

12:30 - 1:00pm Lunch Keynote

Collective Vision: Aligning Post-Secondary Education With Employer Needs

Dr. Mun Choi – President, University of Missouri System

Since taking the helm, Choi has worked tirelessly to build bridges between Missouri employers and the four UM System universities. Choi will give you a look inside Missouri's largest workforce development engine. Learn what steps the UM System is taking to strengthen alignment and make a meaningful difference in our state's labor pool and economy.

1:15 - 2:00pm Breakout Sessions

Employee Retention Is A Bottom Line Issue

Dr. Becca Castro – Founder, Castro Coaching & Consulting

Discover how to create employee experiences that align with business goals and establish a culture of collaboration, productivity, innovation and success. Castro will provide strategies you can use to motivate your team from recruitment to retirement and retain a high-performing workforce.

Bringing Mentorship Front And Center For Disadvantaged Youth

Wyky Jean – Co-founder and Youth Mentor, Honorable Young Men Club

Cape Girardeau's Honorable Young Men Club is dedicated to creating a community where young men are empowered to reach their full potential. Hands-on learning, job shadowing, life coaching and helping participants create their own brand are some of the elements of this nationally recognized program making a big difference for Cape Girardeau-area youth.

Missouri Intern Connect - Recruiting Your Future Talent Today

Kelly Dyer – Intern and Business Engagement Director, Missouri Chamber Foundation

Established in 2019, Missouri Intern Connect is a statewide, online portal that provides Missouri students access to valuable career experience while simultaneously giving employers better access to the talent they need. Learn how to effectively recruit and manage your internship pool to enhance your overall company's talent pipeline.

2:15 - 3:00pm Breakout Sessions

The Registered Apprenticeship Momentum In Missouri

Allyssa Miget, Senior Advisor to the Workforce Development Director, Division of Workforce Development

A registered apprenticeship is a highly flexible “earn while you learn” training model for employment that combines employer-driven job-related instruction with extensive on-the-job learning under the supervision of a trade professional. Apprenticeship programs are gaining momentum nationally. Learn what Missouri is doing to ride that growing trend.

Talent Pipeline Management (TPM): A Strategic Alignment Between Classroom and Career

Joshua Westfall – Senior Manager, Policy & Programs, U.S. Chamber of Commerce Foundation Center for Education

We have a misalignment between what is taught in the classroom and what is needed for a career. TPM is a demand-driven, employer-led workforce strategy to build talent supply chains aligned to dynamic business needs for both a new and incumbent workforce. Learn from TPM practitioners on how best to implement this six strategy approach in your communities.

Tomorrow's Talent: Shaping The Future Of Work

Mary Kate Morley Ryan – Senior Principal, Accenture

This interactive session will engage and inspire you to reimagine your workforce, harness a growth mindset and reflect on how we can shape the future of work in our communities. Morley Ryan will provide data on declining and growing “good jobs” and highlight a St. Louis-based “inclusive future workforce” pilot program.

The Impact Of Medical Marijuana Legalization On Our Workforce And What Employers Need To Do To Prepare

Tracy M. Vandover – Counsel, Carmody MacDonald P.C.

Last year, voters approved the legal use of medical marijuana in Missouri starting as early as January 2020. This provides time, but not much, for employers to consider how this big change affects their current policies and practices related to drug testing and disability-related accommodations in the workplace. Learn about the challenging issues created by this new law and what employers can do to prepare for it.

3:15 - 4:15pm Day 1 Closing Keynote

Disrupting The Unconscious Bias

Dr. Damion S. Jones, SPHR – Global Head, Inclusion and Diversity, Bayer

In his current role, Dr. Jones is responsible for outlining the inclusion strategy for the multinational pharmaceutical and life sciences company, Bayer. He will discuss strategies to disrupt unconscious bias and embed inclusion into your company to help build a vibrant, diverse and productive workforce. Learn how to cultivate common ground and engage and connect across your entire workforce.

Conference Agenda

Wednesday, October 16, 2019

8:30 - 9:15am Morning Keynote

Ditching Stereotypes And Growing A Strong, Skilled Workforce

Randy Zook – President/CEO, Arkansas State Chamber of Commerce and Associated Industries of Arkansas

Be Pro Be Proud is a nationally recognized initiative led by Associated Industries of Arkansas Foundation to narrow the skills gap and bring a new generation of pride and professionalism to Arkansas's manufacturing, construction, transportation and utility industries. The initiative facilitates workshops at schools across the state, recruits ambassadors and provides information about in-demand jobs and training within these sectors. Be Pro Be Proud is on the verge of release in additional states across the Southeast.

9:30 - 10:15am Breakout Sessions

Re-Integration Into The Workforce: Bringing Workers Off The Sidelines

Kathy Lambert – CEO and Co-Founder, Connections to Success

Nancy Wiley – MoSTART Grant Manager, Missouri Division of Workforce Development

Formerly incarcerated individuals represent an underutilized source of talent. Each year, 19,000 ex-offenders are released in Missouri looking for jobs and second chances. Jacobs will moderate a panel of employers who have utilized the Missouri Department of Corrections re-entry program and identify ways you can tap into this labor pool.

Missouri One Start: Revamped and Ready to Deliver Customized Workforce Solutions

Kristie Davis – Director, Missouri One Start, Department of Economic Development

Learn how your company can utilize Missouri's workforce solutions program, which was recently revamped and rebranded as Missouri One Start. This state program helps businesses of all sizes ramp up quickly for relocation or expansion by providing job training and recruitment services through a concierge-like customized approach.

CareerWise Colorado: The Power of Youth Apprenticeship

Noel Ginsburg – Founder/CEO, CareerWise Colorado

In the state of Colorado, CareerWise has built a modern youth apprenticeship system based on the Swiss Vocational Education and Training model. After four years of operations, the system is operating in six distinct Colorado communities serving hundreds of student apprentices and businesses across a variety of high growth industries. Hear from Ginsburg about the opportunity a statewide, and even more so, a nationwide youth apprenticeship model presents to industry and to the future workforce of America.

St. Charles CAPS: Accelerating Work-based Learning For High School Students

Nicole Whitesell – Director, St. Charles County CAPS

Missouri is a leader in the Center for Advanced Professional Studies, an initiative that gives high school juniors and seniors the chance to earn college credit while exploring potential professions. Whitesell will facilitate a panel discussing this workforce development program and highlight its success in the St. Charles area and across the state. Learn how you can take advantage of this model at your business or in your community.

10:30 - 11:15am Breakout Sessions

The Power of Career and Technical Education

Mark C. White, Ph.D – Associate Extension Professor, University of Missouri

Despite the proven benefits of career and technical education, many Missourians seem to have misconceptions about its worth in preparing the state's future workforce. Hear about findings from a recent survey designed to identify ways to strengthen this valuable workforce development tool.

Driving Public Policy Around Education and Workforce Development

Kara Corches – Director, Legislative Affairs, Missouri Chamber of Commerce and Industry

Workforce development has moved to the forefront of legislative issues. Meet the legislators who are leading the debate. From charter school expansion to workforce training investment, you will hear a lively discussion from legislators on all sides of these important topics.

Talent Driven, Data Driven: The Missouri Workforce 2019 Survey

Alan Spell – Research Manager, Missouri Economic Research and Information Center (MERIC)

Understanding the workforce is the first step in developing talent for it. Spell will share findings of a new statewide employer survey — The Missouri Workforce 2019 Survey — which explores the trends and needs of Missouri's workforce. Where are the talent gaps in the state? What are our opportunities for growth? Find out during this data-rich session.

Making Missouri And Your Business WorkReady

Cheri Tune – Regional Manager, ACT Work Ready Communities

Discover what makes a region's workforce ecosystem thrive and how employers succeed at each stage of the talent pipeline through ACT WorkKeys®. This session highlights fresh trends on improved performance for employers, educators and workforce/economic developers alike. Gain insight on how workforce ecosystem components link and align into an ACT® Work Ready Community.

11:30 - 12:00pm Lunch

12:00 - 12:30pm Lunch Keynote

Promoting From Within: Enterprise's Secret To Success

Shelley Roither – Vice President Global Human Resources, Enterprise Holdings

What are the secrets to motivating and developing young workers? Enterprise has earned the distinction of being the No. 1 Entry Level Employer in the U.S. year after year. Learn about its culture of promoting from within, the Enterprise Management Training program and other methods Enterprise deploys to develop new hires into leaders.

12:30 - 12:45pm Networking Break

12:45 - 1:30pm Afternoon Keynote

Understanding The Fastest Growing Demographic In The U.S.

Ramiro Cavazos – President & CEO, US Hispanic Chamber of Commerce

Seventy-five percent of new employees will be Hispanic in the next eight years. With more than 50 million Hispanics in the U.S. today, understanding this segment of our workforce is essential. This keynote is designed to help you better understand and harness the potential of this fast-growing demographic.

1:30- 2:25pm Closing Presentation

Best In Midwest And Talent For Tomorrow

Rob Dixon – Director, Missouri Department of Economic Development (DED)

Zora Mulligan – Commissioner, Missouri Department of Higher Education

Mardy Leathers – Director, Missouri Division of Workforce Development

The Missouri Chamber has worked closely with Dixon, Mulligan and Leathers to advance their bold Best in Midwest and Talent for Tomorrow initiatives. They have great progress to report! Our goal is to provide a forum to further align efforts and rally the state behind our common goal of making Missouri's workforce and economic development assets even stronger and more effective.

2:25- 2:30pm Closing Remarks

Dan Mehan – President/CEO, Missouri Chamber of Commerce & Industry