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Survey:

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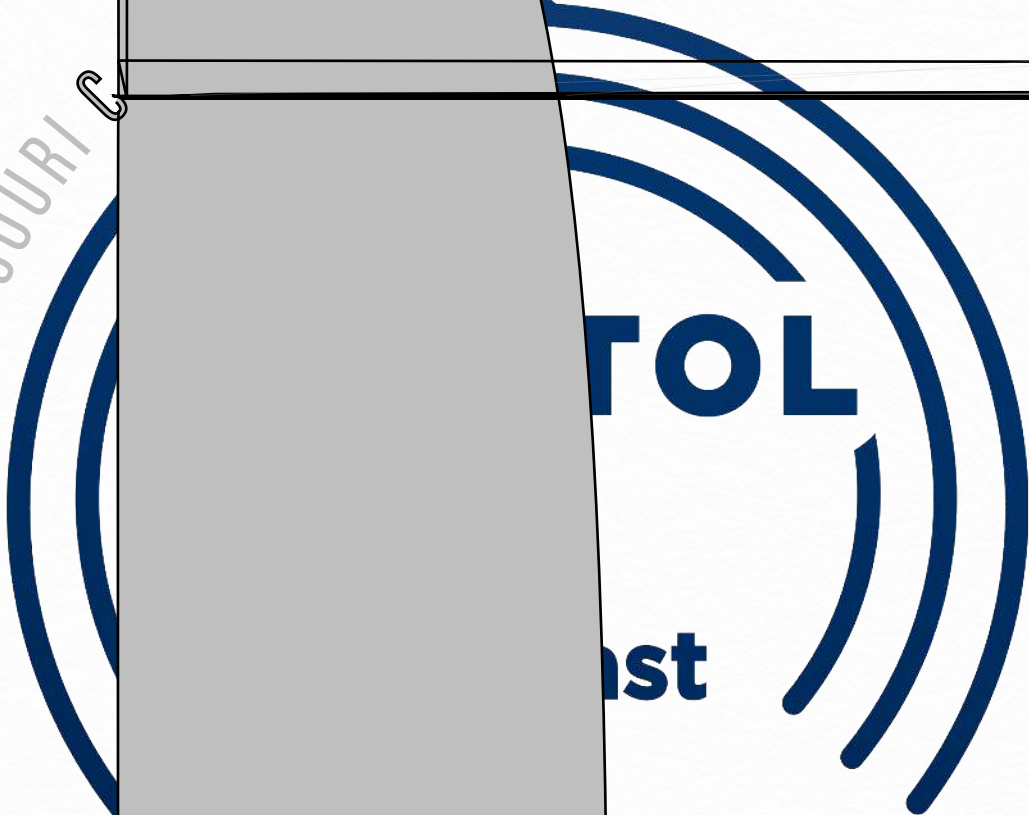


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# Validated Salary Data Now Available To Members At Discounted Rates.

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The Missouri Chamber has teamed up with Salary.com to provide members with customizable, self-service, salary reports that help you make smart pay decisions. These reports include validated, comprehensive compensation data for over 15,000 benchmark job titles across 225 industries and sub-industries.

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# TECHNOLOGY2030

**What areas of tech are growing fastest in Missouri? What are Missouri's greatest strengths? What are our greatest opportunities?**

**We have the answers.**

To explore the impact of the tech sector and its potential for Missouri, the Missouri Chamber Foundation commissioned Economic Leadership LLC to conduct a second review of the tech industry, with an additional focus on COVID-19 and post-pandemic opportunities. This report provides comparisons of Missouri to other states, including tech labor trends and diversity, research and development infrastructure, venture capital and entrepreneurship.

The Technology2030 Report aims to understand tech trends in Missouri and highlight areas where the state could improve its knowledge economy to be even more attractive to tech firms seeking to relocate or expand. What follows is an excerpt from the report.

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*The full Technology2030 Report is available as a free download at [mochamber.com/tech-alliance](https://mochamber.com/tech-alliance).*

# Introduction

Much has changed in Missouri's economy since the first printing of the Technology2030 Report, most significant being the impact of the COVID-19 pandemic. Yet, despite widespread job loss and economic turmoil caused by COVID-19, Missouri's technology and innovation economy has shown resilience and opportunity for our state.

To explore the impact of the tech sector and its potential for Missouri, the Missouri Chamber Foundation commissioned Economic Leadership LLC to conduct a second review of the tech industry, with an additional focus on COVID-19 and post-pandemic opportunities. This report provides comparisons of Missouri to other states, including tech labor trends and diversity, research and development infrastructure, venture capital and entrepreneurship. The Technology2030 Report aims to understand tech trends in Missouri

and highlight areas where the state could improve its knowledge economy to be even more attractive to tech firms seeking to relocate or expand.

In recent years, tech growth has spread from the coastal cities, such as the San Francisco Bay Area with which it has long been associated, to new markets across America. Consider this: Costs for a 500-employee tech firm in Kansas City or St. Louis are more than 35 percent lower than at a same-sized company in the San Francisco Bay Area. Companies are taking advantage of an accelerating trend to secure cost savings by locating outside more recognized, and often more expensive, technology hubs. And often, they are choosing Missouri.

Meanwhile, home-grown technology giants like Cerner, World Wide Technology and Brewer Science are thriving in the Show-Me State. Missouri's agtech titan, Monsanto,

has merged with Bayer to become one of the world's largest pharmaceutical companies. Technology manufacturers like Boeing and Honeywell have deep roots in Missouri and are part of the region's National Security Crossroads. But it is not just large companies that are making strides and getting attention. Missouri has one of the largest concentrations of animal health companies in the world. Companies large and small make up the KC Animal Health Corridor. And across the state you will find one of the world's most impressive life sciences concentrations — hundreds of biotech companies large and small — anchored by the Donald Danforth Plant Science Center in St. Louis.

Missouri needs to position to take advantage of these assets, and we believe one of the best ways is to look at the data and create an actionable plan to leverage our strengths.

# Executive Summary

The Technology2030 Report is part of the Missouri Chamber Foundation's overall strategic initiative to reposition our state as a global economic leader. The strategic plan, called Missouri 2030, revealed that technology is one of the greatest areas of opportunity for our state. Missouri has a rich and growing technology sector, and the state can be even more competitive, grow even faster and be more broadly recognized as a leading technology state.

This report reviews employment, growth, concentration and wages for the tech sector in Missouri. The state's performance is measured

against other states for comparison. The report also evaluates a variety of technology infrastructure indicators to gauge the state's competitiveness in the tech sector. Charts are highlighted in green where Missouri is in the top 15 state rankings and highlighted in red where Missouri is in the bottom 15 state rankings.

In this report, the total technology sector was divided into four sub-categories that were the most relevant:

*Energy Technology*  
*Environmental Technology*  
*Life Sciences/Health Care/Agtech*  
*IT (Tech Core)*

Overall, tech accounted for more than 5 percent of the state's total employment and about 6 percent of its establishments. However, the tech industry has a greater impact on the state's wages and sales. In 2020, the tech industry provided almost \$16 billion in wages, which accounted for 9 percent of all wages in the state. Missouri's robust technology sector includes more than 12,170 employers employing almost 150,000 people.

## Missouri Total Tech Sector, 2020

Indicator	Technology Sector	State Total	State Total Percentage
Employees	149,744	2,890,844	5.2%
Establishments	12,172	215,332	5.7%
Wages (millions)	\$15,719	\$175,412	9.0%
Sales (millions)	\$45,847	\$598,313	7.7%

Source: EL calculations based on EMSI 2021.2



Deeper analysis revealed economic performance in specific tech categories. IT makes up the largest share of jobs, accounting for 58 percent of jobs with a total of 86,500 employees. IT is also growing quickly, expanding at a rate of 12.5 percent in the last five years. The sector even expanded throughout the COVID-19 pandemic.

### Missouri Sub-Categories of Total Tech Sector, 2020

Category	Jobs, 2020	Job Change, 2019-2020	Job Change, 2019-2020	Establishments, 2020	Sales, 2020 (millions)	National Location Quotient
Energy Tech	10,828	-1.1%	-1.3%	359	\$8,051	0.56
Environmental Tech	13,113	-1.4%	9.3%	996	\$2,547	0.92
Life Sciences	39,273	0.7%	4.1%	2,908	\$11,260	0.70
IT	86,530	1.3%	12.5%	7,909	\$23,988	0.91
<b>TOTAL</b>	<b>149,744</b>	<b>0.7%</b>	<b>8.8%</b>	<b>12,172</b>	<b>\$45,847</b>	<b>0.81</b>

Source: EL calculations based on EMSI 2021.2

The tech sector was also divided and analyzed for manufacturing and services. Tech manufacturing in Missouri has grown by nearly 18 percent in the last five years. The national rate of change for all manufacturing firms across the country experienced a 0.5 percent decline. Driving the growth in Missouri is the manufacturing of electronic components, automatic environmental controls, biopharmaceuticals, battery storage and pesticide products.

### Missouri Total Tech Sector by Output, 2020

Output	Jobs, 2020	Job Change, 2019-2020	Job Change, 2015-2020	Establishments, 2020	Sales, 2020 (millions)	National Location Quotient
Tech Services	124,074	0.8%	7.1%	11,634	\$37,085	0.83
Tech Manufacturing	25,670	0.7%	17.9%	538	\$8,761	0.72
<b>TOTAL</b>	<b>149,744</b>	<b>0.7%</b>	<b>8.8%</b>	<b>12,172</b>	<b>\$45,847</b>	<b>0.81</b>

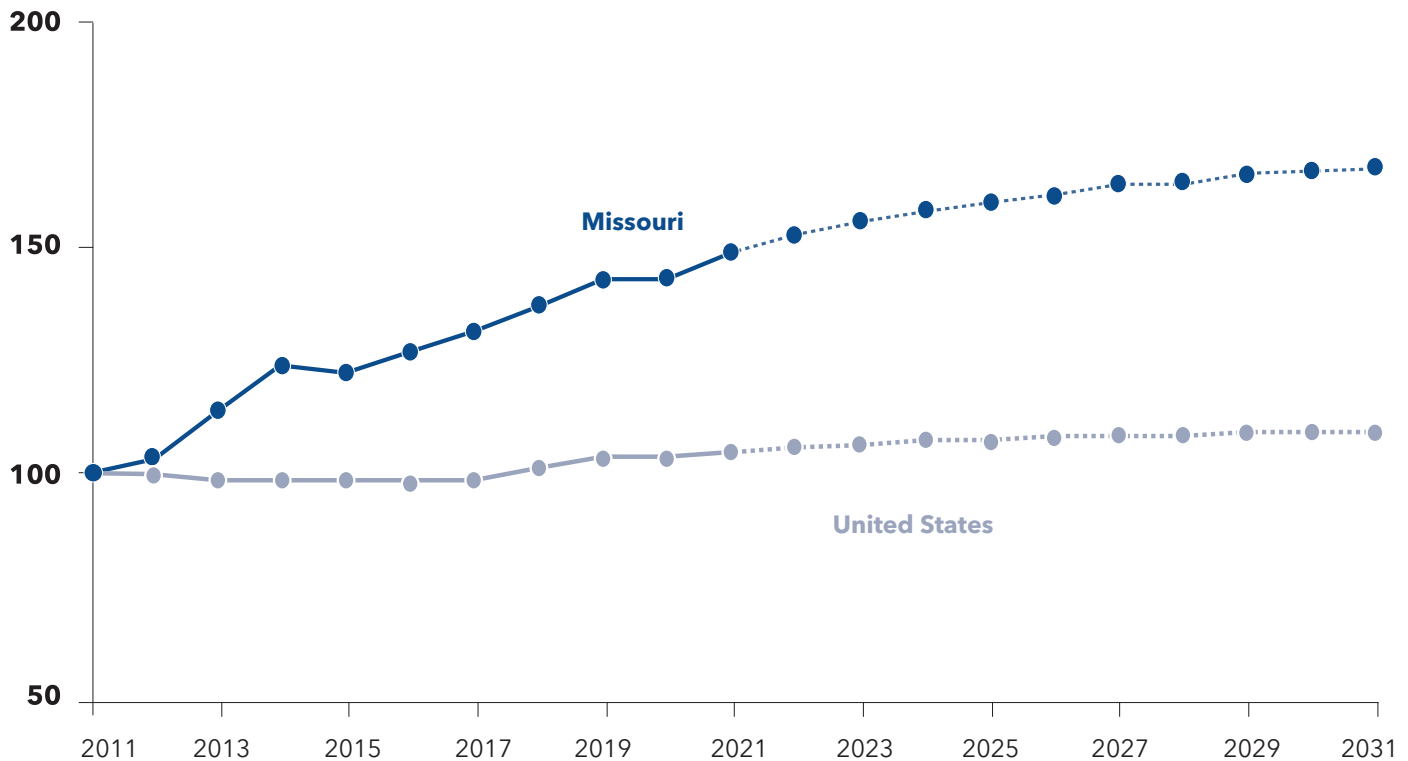
Source: EL calculations based on EMSI 2021.2

Tech industries spark significant economic activity in other sectors of the economy. The tech sector in Missouri has a job multiplier of 2.75, meaning for every job created, nearly 2 additional indirect jobs were added. Total direct and indirect jobs attributable to the tech sector is just under 412,000, approximately 14 percent of all Missouri jobs.

The growth trends for the total tech sector have slowed slightly since the 2018 report. However, the IT subsector is still projecting a five-year growth rate of 11.6 percent compared to the national average of 9.6 percent. This projected growth rate for the IT subsector ranks as the 12th-highest among the states and the District of Columbia.

## Tech Manufacturing Job Change, 2011-2031

100 = 2011 levels

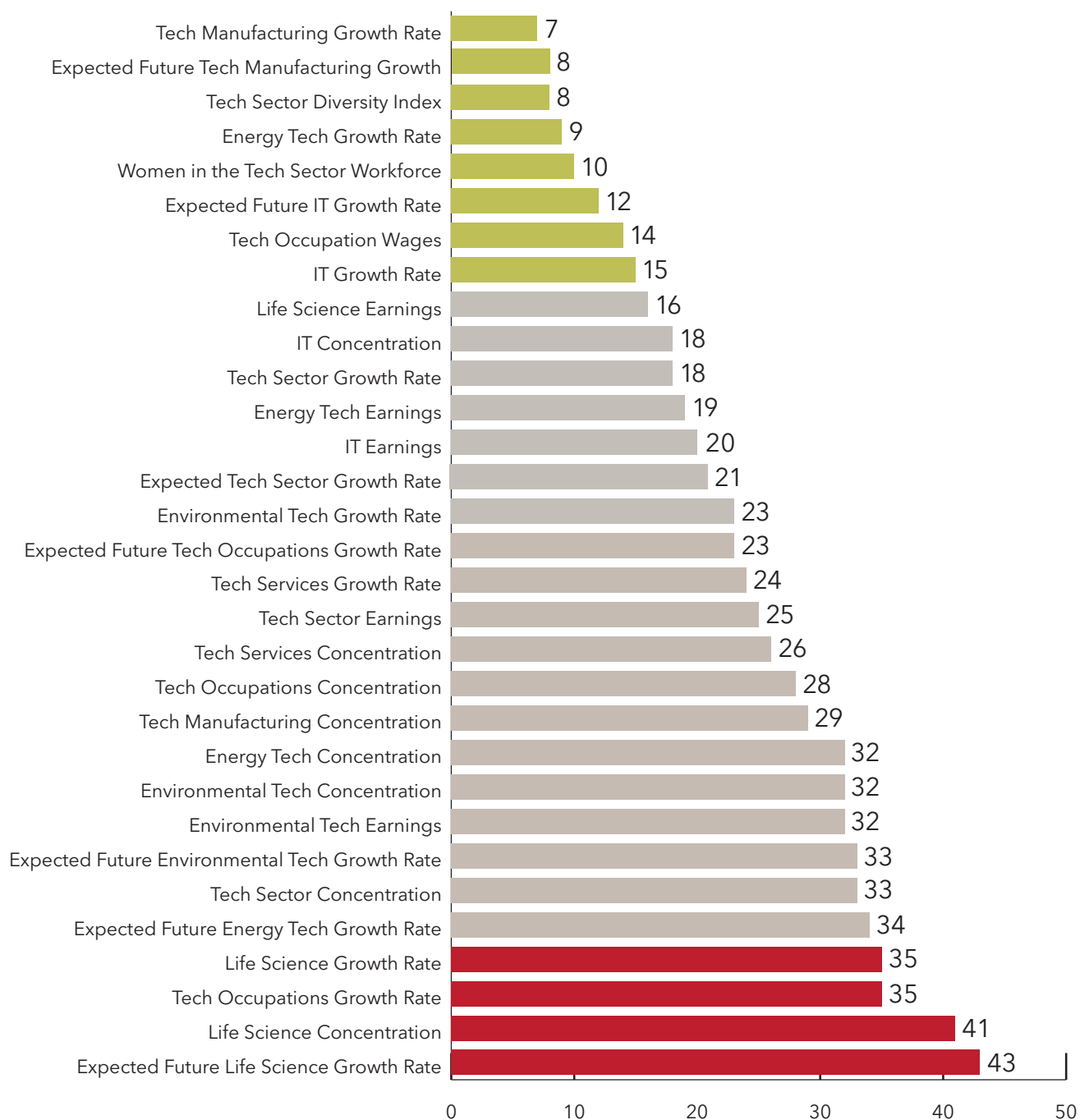


### Missouri State Rankings for Tech Performance Indicators

The tech industry offers many advantages that are discussed in this report. Throughout the COVID-19 pandemic, the tech sector has proven to be an adaptable and resilient anchor for the American economy. The industry offers workers high wages and jobs that are less likely to be automated in the future. Significantly, the average earnings for all jobs in Missouri was \$64,000 in 2020, while the average earnings for a worker in the tech industry in the state are nearly double that at \$112,100 annually.

In this report, the total tech sector and each of the subsectors were compared to other states. The economic performance of the Missouri tech sector ranked strongest in measures of workforce diversity, cost of living adjusted wages and IT growth rates. For 8 of the 31 technology performance indicators, Missouri ranked in the top 15 states.

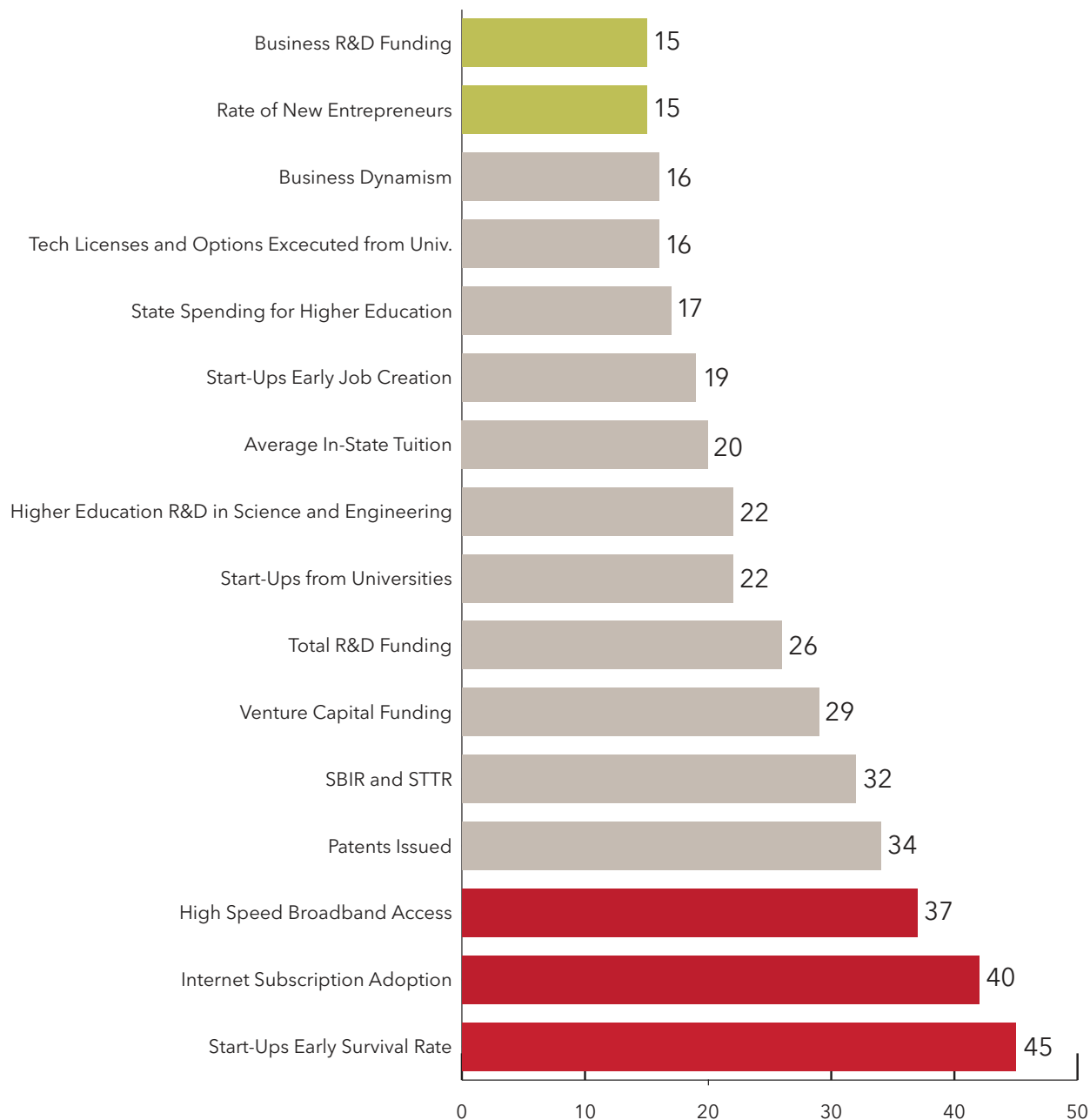
## Missouri State Rankings for Tech Performance Indicators





A second set of state comparisons measured Missouri's technology infrastructure, the foundations of a vibrant knowledge economy. Missouri ranked in the top 15 states for two of these indicators, including business-sponsored research and development and entrepreneurship levels. This report also identifies areas that need improvement. Missouri did not compare as well in broadband access, internet adoption and start-up survival rates.

### Missouri State Rankings for Tech Infrastructure Indicators



## Advanced Industries in Missouri Indicators

A new addition, not covered in the 2018 report, is an examination of the more broadly-defined advanced industries in Missouri. In this report, “Advanced industries” are industries that have high value-added products and are conducting research and development to further their offerings, thus fostering tech growth as they continue to expand and evolve. A few years ago, The Brookings Institute developed a list of 49 specific industries they considered advanced industries.

In 2020, there were 17,730 business establishments in advanced industries in Missouri. These companies employed almost 250,000 workers across the state, about 8.6 percent of all Missouri jobs. Job growth in advanced industries in the last five years was 6.1 percent (about 14,400 jobs), on par with the national average, and far outpacing Missouri’s overall job growth.

In addition to strong job growth, the advanced industry sector contributes about \$53.8 billion to Missouri’s economy, accounting for about 17 percent of Missouri’s total Gross State Product. The largest contributor to Missouri’s GSP is Motor Vehicle Manufacturing, which has grown by 24 percent in the last five years and accounts for almost 15 percent of all advanced industry GSP and 2.6 percent of total Missouri GSP. The top growing advanced industries are Software Publishing (56%), Management, Scientific, and Technical Consulting Services (42%) and Computer Systems Design (34%), and Data Processing, Hosting, and Related Services (28%).

## Top Advanced Industries in Missouri, 2020

Description	2020 GSP (\$M)	2015-2020 Change (\$M)	2015-2020 Change (%)
Motor Vehicle Manufacturing	\$8,233	\$1,576	24%
Computer Systems Design and Related Services	\$5,928	\$1,520	34%
Wired and Wireless Telecommunications Carriers	\$5,141	(\$1,791)	-26%
Electric Power Generation, Transmission and Distribution	\$4,314	\$429	11%
Aerospace Product and Parts Manufacturing	\$4,314	(\$193)	-4%
Data Processing, Hosting and Related Services	\$3,709	\$807	28%
Architectural, Engineering and Related Services	\$2,964	\$257	9%
Management, Scientific and Technical Consulting Services	\$2,743	\$805	42%
Pharmaceutical and Medicine Manufacturing	\$1,927	\$235	14%
Basic Chemical Manufacturing	\$1,611	\$298	23%
Scientific Research and Development Services	\$1,182	\$128	12%
Semiconductor and Other Electronic Component Manufacturing	\$987	\$176	22%
Software Publishers	\$964	\$347	56%
Motor Vehicle Parts Manufacturing	\$812	\$5	1%
<b>MISSOURI TOTAL ADVANCED INDUSTRIES</b>	<b>\$53.8B</b>	<b>\$5.3B</b>	<b>11%</b>

Source: EMSI 2021.2

Advanced industry annual wages averaged \$103,900 in 2020 and have increased 8.3 percent over the last five years. The average annual wage for all Missouri jobs in 2020 was \$64,000. The top advanced industries when considering wages are discussed later in the report.

## Tech Sector Occupations

Tech jobs are not only created by technology industries. Tech permeates nearly every industry, so to provide a complete look at technology in Missouri an occupational analysis was also conducted. Recent tech occupation growth has not been quite as strong as tech industry job growth in Missouri, but the data reflects an emerging market. Looking forward, Missouri is predicted to grow tech occupations by 7.1 percent.

The results of this analysis reveal that Missouri's tech sector is currently small in concentration compared to more traditional technology states like California or Washington. However, Missouri is an emerging tech hub with high levels of growth and important assets in place, particularly in the IT subsector. The state benefits from tech infrastructure that includes high levels of private R&D funding, the presence of corporate headquarters in finance and agriculture and strong entrepreneurship. With continued support and attention, the tech sector can be a strong contributor to the Missouri economy and help the state grow and remain competitive.

## State Comparisons for Technology Occupations, 2020

Metric	Value (%)	Rank
Median Annual Earnings Adjusted for Purchasing Power (2020)	\$88,452	14
Expected Tech Occupations Growth (2020-2025)	7.1%	23
Tech Occupations Concentration (2020)	0.86	28
Tech Occupations Growth (2015-2020)	10.8%	35

*Source: EL calculations based on EMSI 2021.2*

# Conclusion

When the Missouri Chamber Foundation launched Missouri 2030: An Agenda to Lead in 2015, our goal was to provide a strong vision for economic growth, driven by Missouri's business community. The first Technology2030 report, which followed, was designed to frame our technology strengths and provide a platform for securing smart policy and market-driven initiatives to grow our tech and innovation economy.

Little did we know how important that work would be when, as a result of COVID-19, our state and nation faced the biggest economic crisis of our generation. In March 2020 the world of business forever changed. That has brought hardship, but has also created opportunity, especially in the area of tech.

Missouri remains an emerging hub for the tech sector. The stability of the tech sector helped Missouri's economy get through the COVID-19 pandemic, and could continue to help Missouri adapt to a rapidly changing

economy. Beyond being a lower-cost alternative to the high prices of major coastal cities, the state has a particular competitive advantage in some sub-categories of the tech industry. Growth in IT is among the top in the nation. The state's resources show that Missouri could become a major player in the emerging tech subsectors, such as advanced manufacturing, agtech and fintech.

This report shows that Missouri is producing a strong and diverse tech labor force. We are proud to be a leading state in the employment of women and people of color in technology. Initiatives such as the industry-driven IT Apprenticeship Grant Program will further shore up our labor force. For example, through a \$6 million grant provided by the U.S. Department of Labor, the Missouri Chamber Foundation is training 5,300 apprentices in high demand technology jobs.

To continue growth in the state, deficiencies will need to be addressed. The tech sector will

likely continue to concentrate in the urban areas of the state until broadband access is available and adopted in the rural portions of the state. Rural broadband may help other parts of the state capitalize on the proliferation of remote work after the pandemic. Missouri must also address our lagging ranking in research and development funding. If we want to be home to the next life-changing innovation, we must invest in this critical foundation of innovation. Continued investment in our workforce is another crucial move. If we want tech companies to start, expand or relocate in Missouri, we have to provide them with the workforce to do so.

All of these deficiencies will require statewide policy to achieve. That is what makes the launch of the Missouri Technology Alliance so important. The Technology Alliance will work to advance and grow the innovation economy through advocacy, workforce development, branding and continued research.





The Missouri Chamber Technology Alliance is designed to unite Missouri's tech community behind a statewide, data-driven, solutions-oriented strategy of policy and programs to maximize Missouri's position as a top state for tech job growth. We must proactively educate the public and key decision makers on the economic benefits of becoming a state that actively embraces technology and leads in investment in research and development. Similarly, we must cultivate a culture that attracts and retains skilled tech workers.

We believe that we can create a booming economic environment for the tech industry through our renowned research and strong advocacy team in Jefferson City. Furthermore, our concentrated efforts to brand Missouri as a leading tech state will help retain our outstanding tech companies, attract new ones, and build a workforce ready to excel in both the software and hardware-focused jobs of today and tomorrow.

Do you want to help make Missouri a technology and innovation hub? Contact Kara Corches, who is heading up the Missouri Chamber Technology Alliance, at [kcorches@mochamber.com](mailto:kcorches@mochamber.com).





# Drugs impact 70% of Missouri employers

*Recovery Friendly coalition  
calls for proactive steps to  
help employers confront  
substance use disorder*

A new statewide survey illustrates a growing substance use disorder problem in Missouri workplaces, highlighting the need for a new focus on proactive policy and employer programs.

The survey reveals the broad impact that drugs — including prescription medications, alcohol and other narcotics — are having in workplaces across Missouri today. The survey was conducted by the Missouri Chamber of Commerce and Industry in partnership with the University of Missouri Extension, Missouri Hospital Association, the Missouri Department of Mental Health and the Missouri Rural Health Association. These organizations have come together through Recovery Friendly Workplaces (RFW), an initiative to foster workplace culture that promotes employee safety, health and well-being through strategies that provide support for managers and employees, including reducing stigma and providing recovery resources related to the challenges surrounding substance use disorders.

More than 70 percent of the 619 Missouri business owners and human resource professionals surveyed say they are suffering consequences such as absenteeism, decreased productivity and accidents.

“While many of these issues are not unique to Missouri, this survey gives Missouri a new set of tools to take the lead in finding innovative ways to help employers address the growing impact of substance use disorder in the

workplace,” said Marshall Stewart, vice chancellor for extension and engagement at the University of Missouri. “As we look to provide resources to employers to help them and their employees cope with substance use disorder, the data collected in this survey will be an important guide.”

Nearly 50 percent of those surveyed said their business has experienced absenteeism due to drugs and 19 percent have experienced accidents tied to substance use disorder. Nearly 40 percent of respondents cited decreased productivity due to substance use disorder.

The problem is especially acute in the manufacturing sector. More than 70 percent of manufacturers surveyed said that substance use disorder has caused absenteeism in their workplace, 48 percent have seen decreased productivity and 33 percent can tie accidents to substance use disorder. Health insurance costs have increased for 22 percent of the manufacturers surveyed.

“We know that employers across Missouri are dealing with a workforce shortage. In fact, more than 90 percent of employers surveyed said they are having a difficult time recruiting,” said Daniel P. Mehan, president and CEO of the Missouri Chamber. “Missouri employers see firsthand the impact of substance use disorder. It affects productivity, employee morale and the bottom line. But the toll on the employee is far greater. Each year, thousands of Missouri employees leave the workplace due to substance use disorder and too many of those Missourians never return.”

As the problem has grown, many employers today do not feel they have the resources to confront this problem on their own. The survey found that one in three employers do not have written policies covering substance use issues. Less than one in five employers have annual drug-free education for workers or training for supervisors. Less than two-thirds offer an employee assistance program.

Smaller employers struggle most. While 93 percent of Missouri businesses with more than 300 employees provide an employee assistance program, this drops to 59 percent among businesses with 25-99 employees and only 27 percent among those with fewer than 25 employees.

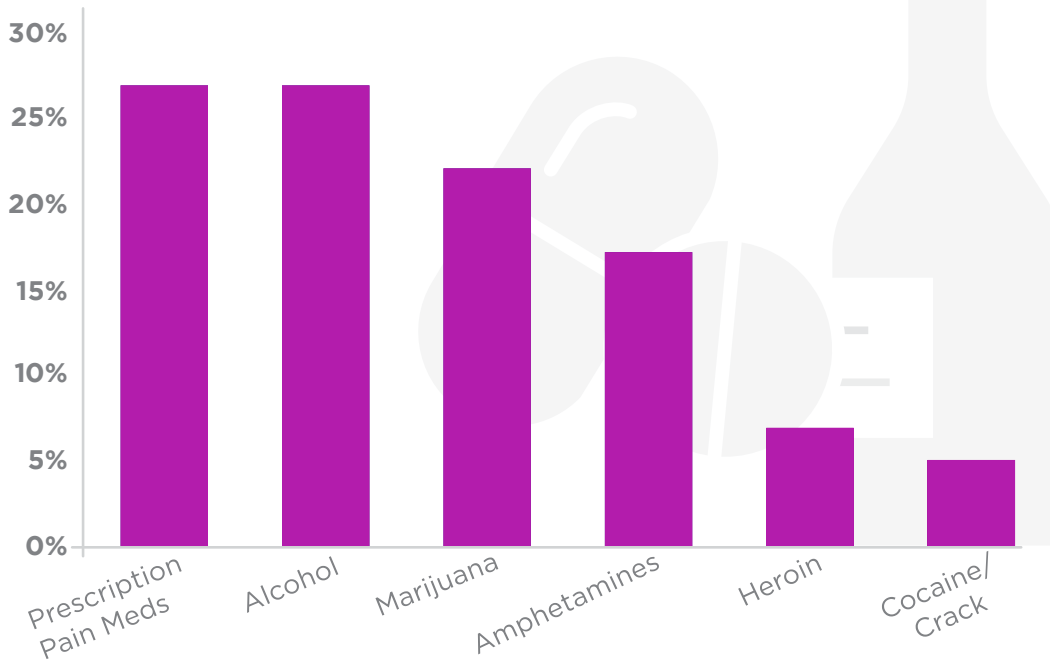
When asked to select the substance that is the greatest threat to the state’s workforce, prescription pain medications (26 percent) and alcohol (26 percent) were cited most often. In the Kansas City area, prescription pain medications were cited by 37 percent of interviewees.

Learn more about the  
Recovery Friendly Workplace initiative  
at [recoveryfriendlymo.com](https://recoveryfriendlymo.com).



**99%** OF BUSINESSES AGREE — it is **GOOD BUSINESS** to respond to **MENTAL HEALTH**

### Which substance poses the greatest threat to your workplace?



**by the numbers:**



**71%**

of businesses report suffering consequences due to drug misuse.



NEARLY

**50%**

experienced absenteeism



**38%**

experienced decreased productivity



**19%**

experienced accidents



### 5 Components of a Drug-Free Workplace Program:

#### 1 WRITTEN POLICY & OPERATIONS

Less than two-thirds of respondents have a written misuse policy

#### 2 EMPLOYEE EDUCATION

Only 16% of businesses surveyed conduct annual drug-free workplace employee education

#### 3 SUPERVISOR TRAINING

Only 14% have annual supervisor drug-free training

#### 4 DRUG & ALCOHOL TESTING

Fewer than half of Missouri businesses drug test after an accident, but two-thirds do at least **some** testing

#### 5 ASSISTANCE FOR EMPLOYEES

Less than two-thirds of businesses provide an employee assistance program

The data contained in this infographic is from a survey of 619 Missouri businesses. The interviews were conducted July 8-August 2021 by CHS & Associates. The base questions for this survey were developed by the drug-free workplace training and consulting firm, Working Partners®. For more information about the Recovery Friendly Workplace initiative, go to [recoveryfriendlymo.com](https://recoveryfriendlymo.com). This work is supported by the Substance Abuse and Mental Health Services Administration, Rural Opioids Technical Assistance Grants program [grant opportunity #: 1H79T108325].



# Want to see your tweets featured?

Share them with us at @MissouriChamber.

Tweet



**Mo Eco Devo** @MoEcoDevo

Congratulations to @KawasakiUSA on their expansion in Boonville, #MO. This company has a history in Missouri and knows our talented workforce, central location, and business friendly climate can't be beat! Learn more: <https://bit.ly/3Hcn1ZE>

Kawasaki announces new facility in Boonville, **CREATING 270 NEW JOBS!**



# Kawasaki



**Governor Mike Parson** @GovParsonMO

@MoOneStart —our brand new training program, created through Talent for Tomorrow—has just ranked 9th in the nation, and Missouri is now 1st in the United States for On-The-Job Training participants. #MissouriProud



**Missouri Chamber** @MissouriChamber · Oct 27

Thanks to Shelle Jacobs for sharing with our #MoMFGSummit about the flexible training programs available through @MoOneStart!



”  
We try to make it the best fit for the company to get the training that you need.

—Shelle Jacobs  
Missouri One Start



**ALPLA** @ALPLApackaging

We are excited to announce that we have selected the Kansas City region for its new 23,000-square-metre manufacturing plant. This new ALPLA site will create 75 jobs and expand our injection-molding capabilities #familyofpioneers #packaging <https://alink.alpla.com/kansas>



**STL Airport** @flystl

Connecting STL: For the first time in nearly two decades, non-stop flights to continental Europe will depart from STL, connecting St. Louis directly to the world. This photo represents those who helped bring it all together. #PhotoOfTheWeek





**BREAKING:** @US\_FDA granted Emergency Use Authorization (EUA) for our novel #COVID19 oral #antiviral treatment for high-risk patients aged 12+ weighing at least 40 kg (88 lbs), marking another historic milestone in the fight against COVID-19. #ScienceWillWin <https://on.pfizer.com/3sq03tV>



**Anthem Blue Cross Blue Shield**  
@AnthemBCBS

#DYK Anthem is offering at-home test kits to make COVID-19 testing more convenient if you have symptoms or have been exposed to someone with confirmed or suspected COVID-19. If you are a member, click here to determine your eligibility and place an order: <http://bit.ly/3qexaxV>



In honor of #DomesticViolenceAwarenessMonth & in support of the #PurpleLeashProject, we partnered with our friends at @UnionStationSTL, @greaterstlinc, & @LydiasHouse to turn downtown purple—including the @stlouiswheel! Learn More: <https://puri.na/3jrGw79>

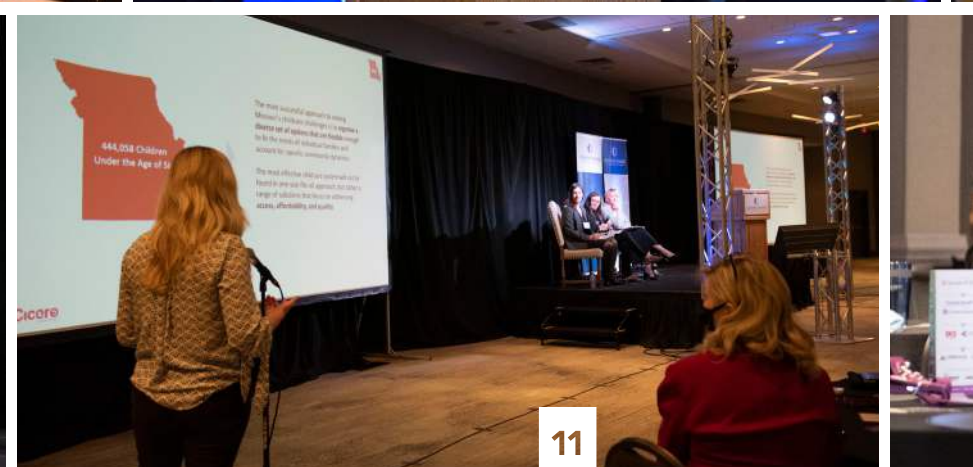
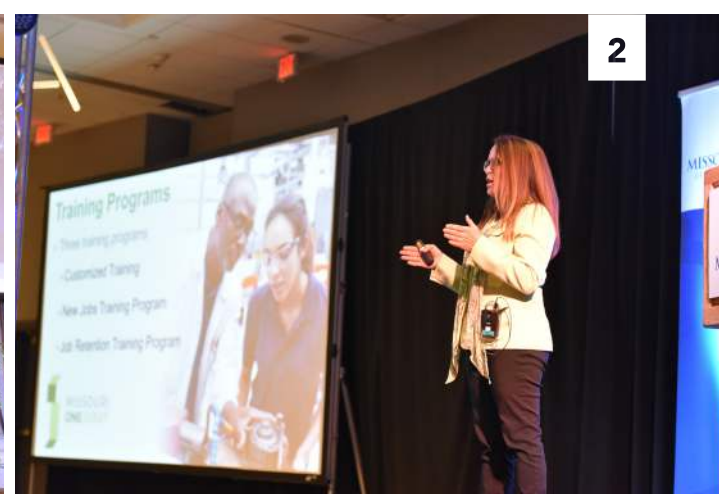


**JobsMoGov** ✓  
@JobsMoGov

Are you having trouble finding the skilled workforce your company needs? Solve that problem with Apprenticeship Missouri! A win-win training model that will attract skilled workers, while meeting the unique demands of your industry. #MoApprentices <http://bit.ly/apprenticeshipmissouri>







# Back Together Again

1 • Lt. Gov. Mike Kehoe addresses the Missouri Chamber Annual Meeting as he accepts the In the Arena award on Nov. 16 in St. Louis.  
 2 • Missouri One Start Manager Shelle Jacobs outlines how this government program can provide manufacturers with a tailored workforce strategy. | 3 • People with disabilities represent the largest minority group in the world. Lesa Barger (Director of Business Outreach, Vocational Rehabilitation) shares the importance of including this underrepresented talent pool in your D&I plan and highlights opportunities for funding and tax credits to assist businesses with growth and development. | 4 • DE&I Conference attendees enjoy a panel of corporate communicators who discuss how their organizations take DE&I strategies and turn them into internal and external communications feat. Terry Hoffman (Senior VP & Partner, FleishmanHillard), Cara Knox (Marketing Director, Reputation Management), Gene Ford (Senior Director, Public Relations, Marketing and Communications, Ascension) and Deb Seidel (Senior Director, Global Communications, Bunge). | 5 • CEO of Renaissance Management





and Training Solutions LLP James Echols explores the gulf between many minority communities' perceptions and the real opportunities that exist for workers in today's economy — and how the business community can play a leading role in creating a path for broader economic engagement.

**6 •** L-R: Rep. Mike Henderson, Sen. Cindy O'Laughlin and moderator Ross Lien (Director of Legislative Affairs, Missouri Chamber) discuss the issues manufacturers can expect to address in the upcoming legislative session including supply chain, workforce and research and development.

**7 •** Douglas Bristow, director of Center for Aerospace Manufacturing Technologies & Associate Professor of Mechanical Engineering at Missouri S&T, discusses how Missouri S&T is helping manufacturers thrive by building community infrastructure, enhancing resource sustainability, advancing manufacturing processes and helping deploy AI and autonomous systems. | **8 •** Pfizer Vice President Dr. Justin Sperry accepts the 2021 Champion of Enterprise award during the Missouri Chamber Annual Meeting, giving an inspiring speech that highlighted the importance of Pfizer's campus in Chesterfield to the creation of the company's COVID-19 vaccine. | **9 •** Fourth-generation entrepreneur Jes Averhart, CEO of Jes & Co., debunked the lies that imposter syndrome tells professional women at the Women in Leadership Conference. | **10 •** Six time Olympic medalist Jackie Joyner Kersee speaks with Karen Buschmann (Vice President of Communications and Marketing, Missouri Chamber) during the Missouri Chamber Diversity, Equity & Inclusion Conference on Dec. 1. | **11 •** A Women in Leadership Conference attendee asks a question during the Parenting in the Pandemic panel. | **12 •** Attendees enjoy the program during the Women in Leadership, held Nov. 2-3 in St. Louis.



**MISSOURI CHAMBER**  
OF COMMERCE AND INDUSTRY

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## UPCOMING EVENTS

**FEB**  
**17-18**

### Transportation Future Summit

KANSAS CITY • HYBRID EVENT

The road to stronger, smarter infrastructure begins at the Transportation Future Summit, where the business community is ready to take the wheel. Network with top transportation officials. Get updates on current efforts. Discuss exciting new innovations and fresh solutions.

**FEB**  
**25**

### Health Care Career Day

VIRTUAL EVENT

Even before COVID-19, Missouri had a shortage of health care professionals. The pandemic has made this shortage even more dire. In order to help increase the talent pipeline for years to come, we are hosting this free, statewide virtual event for educators and students showcasing career pathways in the health care industry.

**MAR**  
**3**

### STEM Day at the Capitol

JEFFERSON CITY

STEM Day at the Capitol is returning in 2022! Join us in the third floor rotunda as we showcase the amazing applications of STEM and the world-changing career pathways it provides. Watch robots in action, fly an F-15 simulator and enjoy other hands-on activities. This event is free for students — but space is limited, so RSVP your classroom soon!

**MAY**  
**19-20**

### Pro-Communicators

KANSAS CITY • HYBRID EVENT

For this all-new Missouri Chamber conference, we're bringing top professionals in communications, PR, social media and more to share their best practices with you. Be inspired by the experts, network with fellow communicators and learn fresh, effective new ways to get your organization's message across loud and clear.

Register for all upcoming events at [mochamber.com/events](https://mochamber.com/events).

For more information contact Ashley Schwab at [aschwab@mochamber.com](mailto:aschwab@mochamber.com) or to inquire about event marketing opportunities contact Chris Burrus at [cburrus@mochamber.com](mailto:cburrus@mochamber.com)