



**MISSOURI CHAMBER OF COMMERCE AND INDUSTRY**

# **WORKFORCE 2030**

## **CONFERENCE**

**October 17–18, 2023**

**St. Charles Convention Center**  
**St. Charles, MO**

# Conference Agenda

ST. CHARLES CONVENTION CENTER MAP LOCATED ON PAGE 9

9:00AM

★ Check-in & Breakfast

9:45AM

GRAND BALLROOM AB



**WELCOME**

*Dan Mehan, Missouri Chamber of Commerce and Industry*

9:55AM

GRAND BALLROOM AB



**OPENING KEYNOTE**

**“Workforce2030: A Preview of Our Action Plan”**

*Kat Saunders, Economic Leadership, LLC*

In 2023, the Missouri Chamber Foundation will release Workforce2030, an action plan to position Missouri’s workforce among the nation’s best. Hear from Kat Saunders, partner and head of strategy at Economic Leadership, LLC – the firm conducting the study. She’ll provide insight into the important themes to be highlighted in the report. Get a peek at our recent workforce polling and preview the workforce issues that will guide our policy and programmatic efforts into the future.

10:40AM | Break

10:55AM

Education Track – GRAND D1

**“From Classrooms to Careers: Empowering Youth Through Afterschool Programs for Workforce Success”**



**Aaron Banks & Mark Cowsert,**  
*Missouri AfterSchool Network*

Join the Missouri AfterSchool Network as they share workforce initiatives taking place in out-of-school time spaces across the state that help students choose a career path and gain employability skills. Learn about these initiatives and how you can get connected, participate and help shape future employees in this fertile landscape.

Future of Workforce Track – GRAND C

**“Forecasting the Net Benefit of Registered Apprenticeship”**



**Donna Brake,** *Missouri Department of Higher Education and Workforce Development;*  
**Jeanna Caldwell,** *U.S. Department of Labor*

Ever wish you could predict the future? Here’s your chance. In this panel discussion, leaders from the U.S. Department of Labor’s Office of Apprenticeship and the Missouri Office of Workforce Development will help you forecast the net benefit of apprenticeship programs. We’ll look at the social and economic impact of apprenticeships. Plus, find out how you can use this data to inform policy decisions and – bonus – secure funding.

Human Resources Track – GRAND D2

**“Disrupting Culture: Building a Strong Culture for Success in an Age of Generational Shifts”**



**Eric Pratum,** *Bigwidesky*

Today’s rapid pace of generational change is driving major cultural shifts. Millennials and Gen Z now exert significant influence as they seek a sense of community and meaning through the tools they have been given, but they are often failing to find it. This generational struggle is driving online divisiveness, cancel culture and an inability to connect with one another in traditional cornerstone groups, such as companies, churches and neighborhoods. Learn how that is harming the productivity and long-term viability of your organization and what you can do to change it.

Policy Track – GRAND D3

**“Upskill Credential”**



**Kristie Davis,** *Missouri Department of Economic Development;* **Rep. Mike Henderson,**  
*Missouri House of Representatives*

Learn about Missouri’s newest workforce development tool from the bill sponsor and Dept. of Economic Development. The Upskill Credential program will help businesses upskill existing and prospective employees with short-term certifications and credentials, benefitting both your organization and employees. Learn what it took to get the Upskill Credential program across the finish line this past legislative session and the outlook for future implementation.

# Conference Agenda

11:40AM | Break

11:50AM

## Education Track – GRAND D1

### “Registered Youth Apprenticeships”



**Kevin Andert**, Special School District of St. Louis County; **Dan Fitter**, Quest; **Perry Gorrell**, Missouri Department of Elementary and Secondary Education; **Andy McHaffie**, Fort Zumwalt School District

In Missouri, various school districts and employers are initiating apprenticeship programs tailored to serve young individuals between the ages of 16 and 24. These programs, supported by the Missouri Dept. of Elementary and Secondary Education and the U.S. Dept. of Labor, integrate technical classroom instruction with paid work experience. During this breakout session, the Fort Zumwalt School District, alongside North and South County Tech, will elaborate on the mechanics of their programs, highlighting their partnerships with manufacturing, health care, business and IT sectors. These initiatives aim to address the demand for skilled youth workers in high-need occupational areas through on-the-job training.

## Future of Workforce Track – GRAND C

### “From Arriving to Thriving”



**Paul Costigan & Anna Hall**, International Institute of St. Louis

Our foreign-born neighbors play a significant part in the future of workforce, both in our region and throughout the country. Get a national and state perspective on refugee resettlement, as well as an overview of supportive services from local resettlement agencies. Learn how new refugees and immigrants find, start and thrive in employment.

## Human Resources Track – GRAND D2

### “Building Child Care Benefits at Your Organization”



**Karrie Ridder**, CoxHealth & **Dr. Erin Vader**, Diocese of Jefferson City

A study conducted by the Missouri Chamber and U.S. Chamber found that Missouri loses \$1.35 billion in economic activity each year because of a lack of access to child care for working parents. Learn from two organizations that are overcoming that barrier by building child care programs into their business model.

## Policy Track – GRAND D3

### “Workforce and Infrastructure Development Committee Update”



**Rep. Louis Riggs & Rep. Bridget Walsh Moore**, Missouri House of Representatives

Join us for a bipartisan conversation on workforce development with the House Workforce and Infrastructure Development Committee Chair and Ranking Minority Member. They will discuss key issues and talk about their views on the future of Missouri’s workforce development efforts.

12:35PM | Lunch

1:05PM

GRAND BALLROOM AB



## LUNCHEON KEYNOTE “The Future of Work & Learning”

**Tom Vander Ark**, *Getting Smart*

Chambers of commerce play a critical role in creating conditions for business success and community vitality. That’s especially true in education, where business coalitions support career exploration, real world learning and new pathways. Tom Vander Ark will discuss the new role of generative AI in client projects and student supports and make the case for entrepreneurial experiences, apprenticeships and thoughtful pathways that support learners in what’s next.

# Conference Agenda

1:55PM | Break

## 2:10PM

### Education Track – GRAND D1

#### “Access and Equity in Workforces Post-Affirmative Action”



**Dr. Saint Rice**, Washington University in St. Louis

Efforts to diversify our workforces and create genuinely inclusive workplaces require a holistic approach to make lasting organizational change. Prioritizing equity and access in strategic plans invites innovative ways for organizations to re-envision workforce development efforts, leading to improved retention, multi-generational approaches to team building and financial performance. This interactive session will discuss the needs, experiences and challenges of our current and future workforce and foster dialogue amongst the participants about actionable steps they can take back to their organizations to address specific facets of systemic workforce inequality.

### Future of Workforce Track – GRAND C

#### “The Power of Hiring Veterans and Military Spouses”



**Tony Bryan**, CyberUp; **RADM Dan Kloeppe**, US Navy (ret.), VetJobs and MilitarySpouseJobs; **Elizabeth O'Brien** (moderator), Hiring Our Heroes; **Sean Passmore**, Wells Fargo; **SSG Clint Romesha**, US Army (ret.), Medal of Honor Recipient; **Monique Williams-Moore**, Ameren

Hiring Our Heroes connects the military community—service members, military spouses and veterans—with American businesses to create economic opportunity and a strong and diversified workforce. This panel discussion will offer best practices for recruiting and retaining veteran and military spouse talent in your organization as well as share the tremendous benefits of adding their talent to your workforce.

### Human Resources Track – GRAND D2

#### “The Business Case for DEI”



**Vince Reese**, Mickes O’Toole

Having successfully litigated employment discrimination claims based on race, sex, age, disability, religion, national origin and pregnancy around the country, hear from Vince Reese as he explains the business case for DEI initiatives in the workplace. Reese, managing partner at Mickes O’Toole, is an award-winning labor and employment law attorney and will share how his experience in the courtroom has emphasized the need for organizations to have solid policies related to diversity, equity and inclusion.

### Policy Track – GRAND D3

#### “Major Milestones of the Parson Administration’s Workforce Development Efforts”



**Aaron Willard**, Office of the Governor

Hear from Aaron Willard, Chief of Staff for Governor Mike Parson, who has demonstrated a consistent focus and visionary leadership in transforming Missouri’s workforce development programs and policies over the last five years. Missouri has achieved many significant milestones on its path to become a national leader in workforce development. You will learn from Willard about what has been accomplished thus far and what work still needs to be done to grow and upskill our state’s workforce.

2:55PM | Break

# Conference Agenda

3:05PM

## Education Track – GRAND D1

### “Working Smarter: Driving Empowerment with Career Literacy and Networks”



**Leigh Anne Taylor Knight**, The DeBruce Foundation

The DeBruce Foundation commissioned a survey in Fall 2021 to learn more about what contributes to employment empowerment in the United States. Their nationally representative study found employment empowerment is strongly correlated with career literacy and network strength. It reinforces the insight that employment empowerment is a complex and vital individual and societal asset to cultivate. Join the foundation’s executive director, Leigh Anne Taylor Knight, as she discusses equipping individuals with what it takes to launch careers and navigate career transitions across a lifetime.

## Future of Workforce Track – GRAND C

### “Vocational Rehabilitation”



**Lesa Barber** (moderator), Vocational Rehabilitation; **Marisa Hiatt**, Mercy Hospital; **Scott Luhrs**, Amazon; **Alex McCoy**, Distribution Management

This panel discussion will be moderated by Lesa Barber from Missouri Vocational Rehabilitation and highlight three employers who are leading the way in creating inclusive workspaces for persons with disabilities. We will showcase how these employers have developed a relationship with Vocational Rehabilitation and community partners to further their mission of hiring, retaining and promoting individuals with disabilities.

## Human Resources Track – GRAND D2

### “Innovations in Employer Transportation Assistance”



**Kami Rush**, Silver Dollar City Company & **Amber Taylor**, Enterprise

At a time when workers are scarce, employers are finding new ways to break down barriers to employment, such as access to transportation. During this segment you will hear from two Missouri companies that have deployed innovative programs to provide transportation to employees and, as a result, are bringing economic stability to an important sector of our available workforce.

## Policy Track – GRAND D3

### “Reentry Resources”



**Alex Earls & Annie Herman**, Missouri Department of Corrections

There are numerous ways to ensure those leaving the criminal justice system can reintegrate and find employment. Join Annie Herman and Alex Earls with the Missouri Department of Corrections to learn about the reentry programs offered at DOC and how you can get involved.

3:50PM | Break

4:00PM

GRAND BALLROOM AB



## CLOSING KEYNOTE

### “Winning the War for Talent: Meet People Where They Are”

**Eric Eversole**, U.S. Chamber of Commerce

This keynote session will provide an overview of the current state of the workforce, discuss where it is headed and explore recruiting strategies to “meet candidates where they are” from a geography, skillset and generational perspective.

4:45 – 6:00PM EXHIBITOR NETWORKING RECEPTION

# Conference Agenda

8:00AM

Breakfast

8:30AM

GRAND BALLROOM AB



**WELCOME**

**Dan Mehan**, Missouri Chamber of Commerce and Industry

8:35AM

GRAND BALLROOM AB



**OPENING KEYNOTE**

**“Missouri’s Child Care Crisis”**

**Kara Corches** (moderator), Missouri Chamber of Commerce and Industry;  
**Wendy Doyle**, United WE; **Lt. Gov. Mike Kehoe**

Child care isn’t just an issue for working parents; it is an economic issue that everyone should care about. The discussion will highlight the workforce implications and opportunities to address Missouri’s child care crisis. Kara Corches, vice president of governmental affairs at the Missouri Chamber of Commerce and Industry, will moderate a fireside chat between leading voices Wendy Doyle, president and CEO of United WE, and Lt. Gov. Mike Kehoe.

9:20AM | Break

9:35AM

**Education Track – GRAND D1**

**“Missouri’s Community Colleges on the Front Line”**



**Abigail Benz**, Ozarks Technical Community College; **Phyllis Ellison**, St. Louis Community College; **Brian Millner**, Missouri Community College Association; **John Wiemann**, St. Charles Community College

Our community college system is a vital link to a vibrant and prepared workforce. They provide affordable, accessible educational opportunities that transform lives and strengthen communities. Hear from leaders in Missouri’s community college system as they discuss how they are partnering with Missouri employers to innovate and create our future workforce.

**Future of Workforce Track – GRAND C**

**“Peer Into the Future”**



**Dan Tesfay**, Ewing Marion Kauffman Foundation

What jobs will Missouri need in the next 10-20 years? Good news: you don’t need a crystal ball to find out! Join Dan Tesfay, senior program officer and interim leader for the Ewing Marion Kauffman Foundation, as he examines the future of work in our state.

**Human Resources Track – GRAND D2**

**“How Access to Care Drives Retention & Health Equity”**



**Chris Labrecque**, Paytient

Too many employees aren’t accessing health care as often – or as equitably – as they should, and this deferred care turns into lost productivity, higher claims and costly turnover. Join us as we unpack how Health Payment Accounts drive access to care and the impact this has on retention and health equity in groups across a range of industries.

**Policy Track – GRAND D3**

**“UMSL Campus of the Future”**



**Chris Spilling**, University of Missouri – St. Louis;  
**Sen. Brian Williams**, Missouri Senate

The UMSL Campus of the Future project is a model for stakeholder engagement at the local and state levels. Leaders on this project, Senator Brian Williams and Dr. Chris Spilling, will discuss the roadmap for securing significant funding for a project that aims to innovate workforce efforts on UMSL’s campus.

# Conference Agenda

10:20AM | Break

10:35AM

## Education Track – GRAND D1

### “Success-Ready Students Network Panel”



**Dr. Chris Gaines**, EducationPlus; **Dr. Tony Lake**, Lindbergh Schools; **Dr. Keith Marty**, Parkway School District; **Dr. Jeremy Tucker**, Liberty Public Schools

Following the pandemic, the Missouri State Board of Education tasked the Department of Elementary and Secondary Education (DESE) with exploring alternatives that replace the traditional time-based educational system with a competency-based system. The result: The Success-Ready Student Network. Learn more about this program and the impressive progress being made.

## Future of Workforce Track – GRAND C

### “The Future, Front and Center”

**Tia Harris**, CyberUp and Federal Reserve Bank of St. Louis; **Sydney Moler**, Missouri State University and CoxHealth; **Nevin Ndonwi**, Washington University in St. Louis; **Alex Rodriguez**, LaunchCode and KimHEC

Hear directly from young emerging talent about their outlook on the future of workforce. What do their journeys look like and what expectations do they have for employers? How has the current education system set them up for success and where is it lacking? Gain a different perspective about the next generation and their aspirations as they embark on their journeys into Missouri’s workforce.

## Human Resources Track – GRAND D2

### “Tactical vs. Strategic HR: Why Your Company Needs Both”



**Daryl Muhammad**, FORVIS

Do you know the difference between tactical and strategic human resources? Each has its own purposes and goal. In this presentation, we’ll dive into the distinctions and discuss the synergy between these two vital facets of HR work. Explore how the future might reshape both tactical and strategic HR and what you can do now to prepare.

## Policy Track – GRAND D3

### “Computer Science (CS) and Artificial Intelligence (AI) Education: Show Me Where We Are and Show Me Where We Need to Be!”



**Anthony Owen**, Code.org

Code.org has been leading the way in CS and AI education for over a decade. This year, it began pursuing a computer science graduation requirement in all states and pushing for every student to learn effectively with AI. Anthony Owen, senior director of state government affairs for Code.org, led the creation of Arkansas’s computer science education initiative over the past eight years. He’ll share his story and suggest next steps Missouri can take to ensure students are better positioned to fill the jobs that will keep our economy thriving.

11:20AM | Lunch

# Conference Agenda

**11:50AM**

GRAND BALLROOM AB



## CLOSING KEYNOTE

### *“The Future of Education with the Commissioners”*

**Commissioner Bennett Boggs**, Missouri Dept. of Higher Education and Workforce Development; **Acting Director Michelle Hataway**, Missouri Dept. of Economic Development; **Commissioner Margie Vandeven**, Missouri Dept. of Elementary and Secondary Education

The Missouri Chamber is proud to work closely with the Department of Education, the Department of Higher Education and Workforce Development and the Department of Economic Development to align the goals of the employer community with their work. This conference is designed as a forum for the private and public sectors to collaborate on workforce issues, making this final segment a fitting culmination. Hear about progress, innovations and future goals.

**12:40PM**

GRAND BALLROOM AB



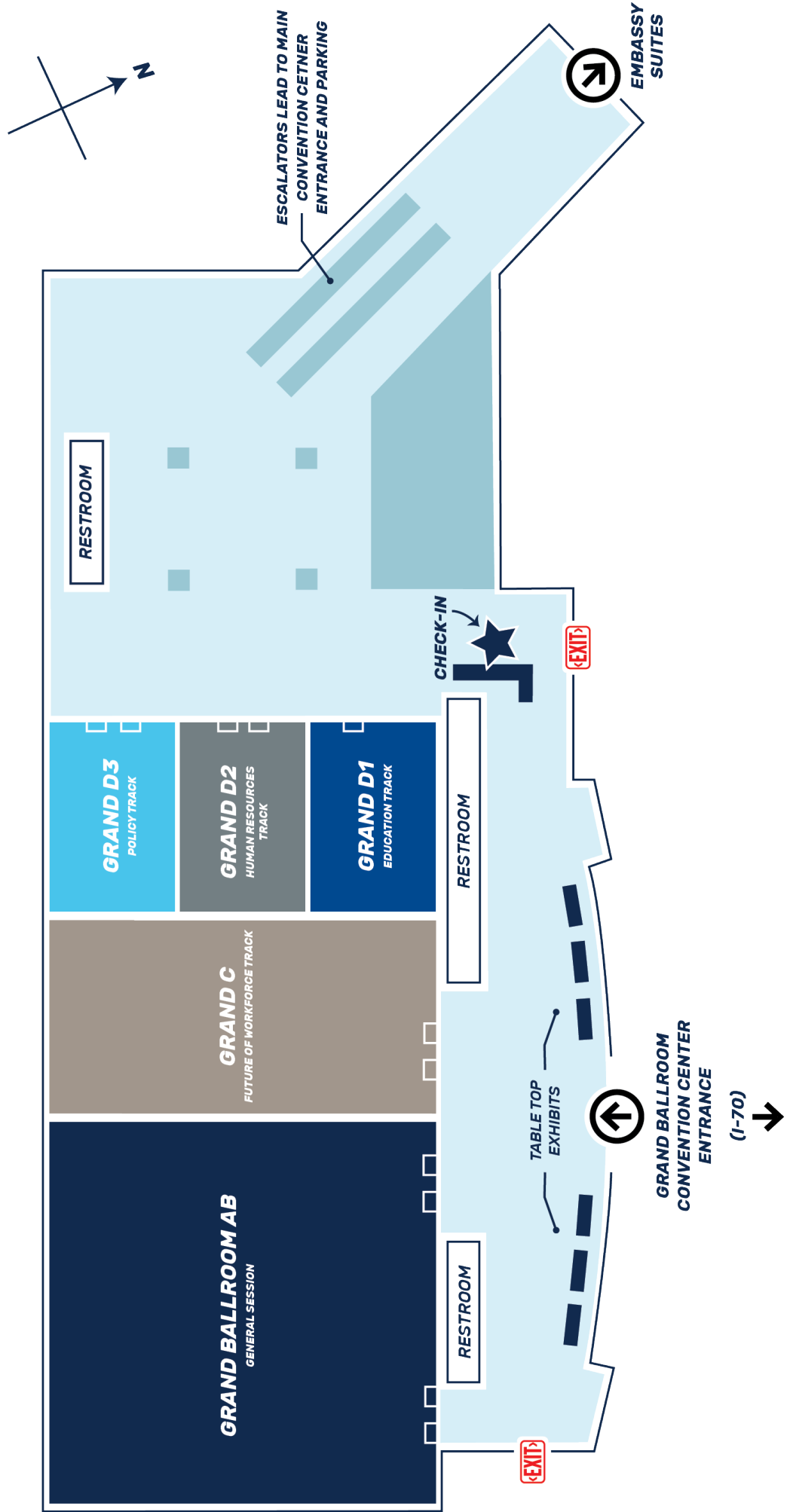
## CLOSING REMARKS

**Brian Crouse**, Missouri Chamber of Commerce and Industry

**12:45PM**

Conference Concludes







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