



ALIGNED

Investing in the *Workforce of Tomorrow*

OUR VISION - *To Create alignment between business and education so that our region's children achieve their greatest potential and our communities can capitalize on a talented workforce.*

OUR MISSION - *Engage business leaders in education efforts that promote workforce readiness in an increasingly competitive and globalized world.*

OUR CORE VALUES

Student Focused – We are dedicated to measures that improve student achievement

Accountability – Responsible for our commitments and responsive to our members and the media

Innovation/Choice – Application of creative approaches to develop solutions with a proven ROI

Transparency – Results should be available, concise and clear to all constituents

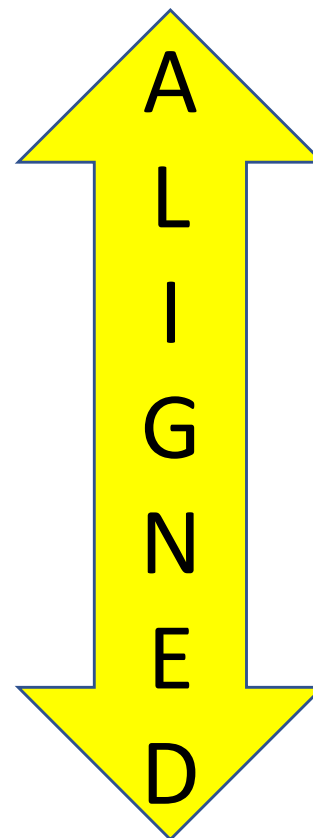
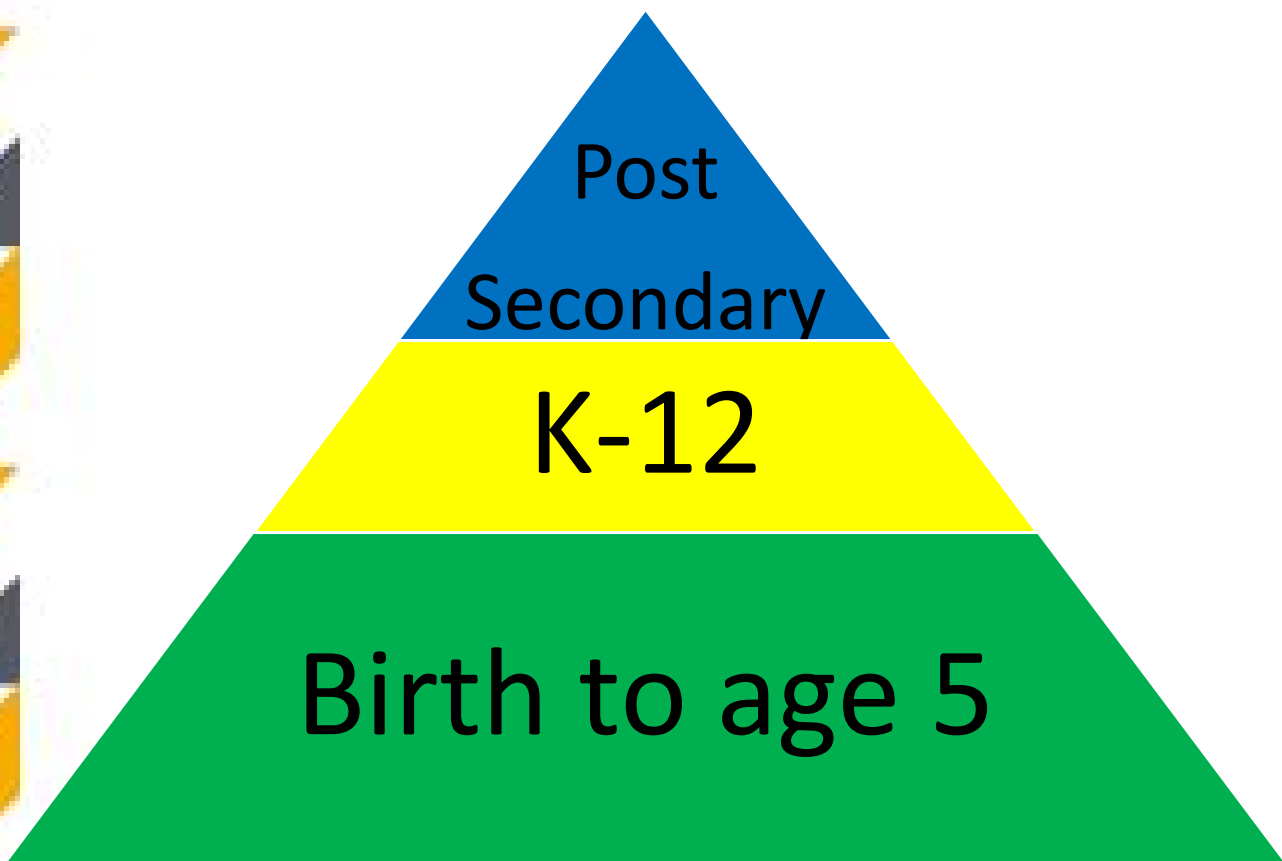
ROI – Investments of time, talent and treasure must have measurable outcomes





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National Skilled Labor Shortage

By 2020, it is estimated that there will be 123M high-wage, high-skilled jobs in the US; only 50M U.S. citizens will be trained to fill those jobs.

National Security

75% of 17 to 24-year-olds are unable to join the military.

- Criminality (1 / 10 with conviction)
- Low Education (1 / 4 lack HS Diploma)
- Obesity (27% too overweight)





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Missouri

- **1,393,300 Under age 18 / 375,000 age 0-4**
 - Percent of fourth graders not proficient or grade level
 - Reading: 31%
 - Math: 40%
 - Percent of eighth graders not proficient or grade level
 - Reading: 23%
 - Math: 30%
- 13% of high school students don't graduate on time with a diploma

Annual expenditure per public school pupil is ~\$10,500

Annual spending per prisoner per year: ~\$17,500





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A Workforce Productivity Issue

Gaps in reliable, quality childcare services undercut the efficiency and output of the current workforce:

- The average employee misses 8-9 days/year due to child-related absences costing employers \$3 billion/year
- Breakdowns in child care are associated with parent-employee absenteeism, tardiness, reduced concentration, higher employee turnover





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A Workforce Development Issue

The future workforce is being undercut by its inability to meet the skill demands of the modern job market

- Employers report deficiencies among high school graduates in terms of the written, verbal, critical thinking and applied problem solving skills for entry level jobs
- ~93 million adult Americans operate at - or below - the basic levels of functional literacy
- The gap is growing: the U.S. economy will add fewer educated workers in the next 20 years, compared to the last 20 years





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Advocacy Lessons Learned

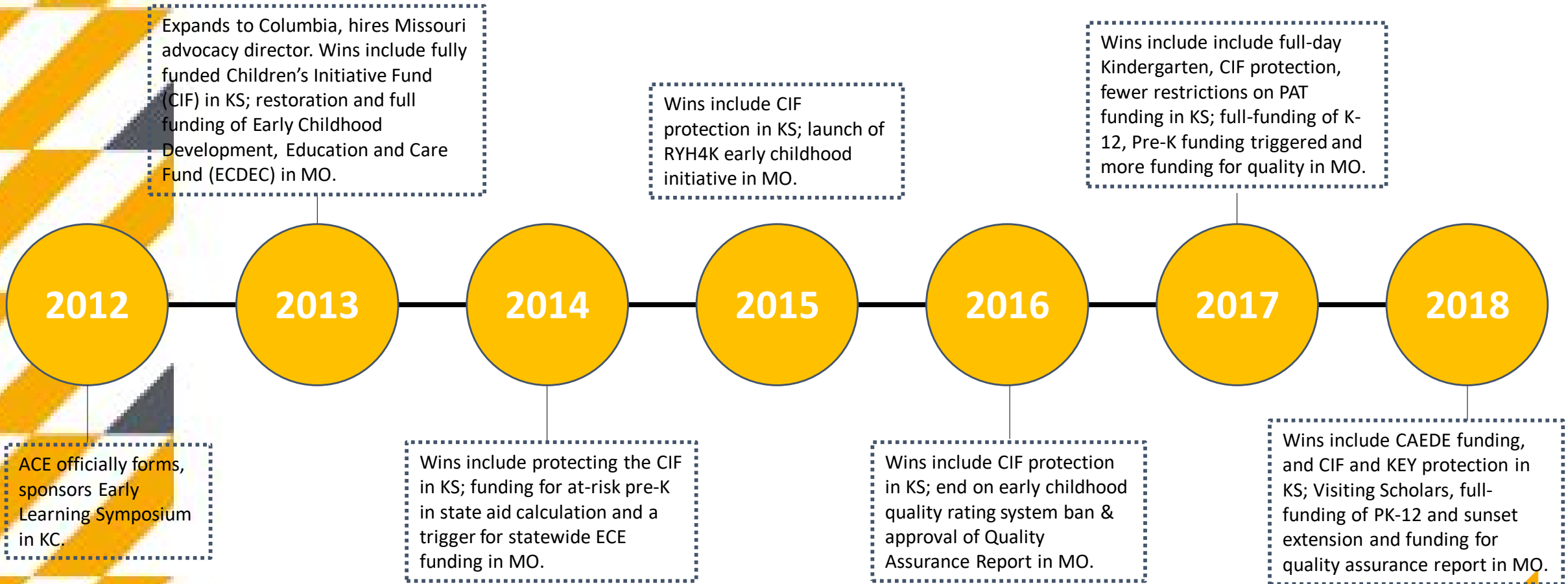
- Remove the barriers that keep education and business from playing well together!
- Engage business leaders as the ambassadors for this message from an economic development lens.
- Work WITH the education community to promote access to quality for ALL children.
- Adequacy and Equity must be addressed for all children.
- Choice/Accountability/Transparency drives quality.





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Kate Ferrell Banks

Aligned Board Chair / Owner, Ferrell Capital

