ANNUAL REGIONAL COALITION CONFERENCE

Wednesday, Sept. 16, 2020
WELCOME

Larry Hisle
*Executive director, Greater Kansas City Federal Executive Board*

Troy Lillebo
*Assistant vice chancellor of external relations, University of Missouri – Kansas City*
@MARCKCMetro
@VolckerAlliance
#G2U
# SPECIAL THANKS TO THE KC G2U STEERING COMMITTEE

<table>
<thead>
<tr>
<th>Government Sector</th>
<th>Name</th>
<th>Organization</th>
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<tbody>
<tr>
<td><strong>Federal</strong></td>
<td>Larry Hisle</td>
<td>Federal Executive Board</td>
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<tr>
<td></td>
<td>Erika Vega</td>
<td>U.S. Office of Personnel Management</td>
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<tr>
<td><strong>State</strong></td>
<td>DeAngela Burns-Wallace</td>
<td>Kansas Department of Administration</td>
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<td></td>
<td>Zora Mulligan</td>
<td>Missouri Department of Higher Education</td>
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<tr>
<td><strong>Local</strong></td>
<td>Damien Boley</td>
<td>City of Smithville, Missouri</td>
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<td></td>
<td>Teri Casey</td>
<td>City of Kansas City, Missouri</td>
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<td></td>
<td>Gordon Criswell</td>
<td>Unified Government, Kansas</td>
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<td>Cemal Gungor</td>
<td>City of Grandview, Missouri</td>
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<td></td>
<td>Jeanie Lauer</td>
<td>Jackson County, Missouri</td>
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<td></td>
<td>Maury Thompson</td>
<td>Johnson County, Missouri</td>
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<td>Susan Sherman</td>
<td>City of Olathe, Kansas</td>
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### SPECIAL THANKS TO THE KC G2U STEERING COMMITTEE

<table>
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<tr>
<th>Higher Education</th>
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<tbody>
<tr>
<td><strong>Name</strong></td>
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<tr>
<td>Stuart Day</td>
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<tr>
<td>Deb Miller</td>
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<tr>
<td>Laurel Hogue</td>
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<tr>
<td>Lael Kaiser</td>
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<tr>
<td>Troy Lillebo</td>
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<tr>
<td>Rebecca Stuteville</td>
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<td>Erik Bergrud</td>
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<tr>
<td>Angie Besendorfer</td>
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<tr>
<td>Doug Dunham</td>
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<tr>
<td>Katherine Swanson</td>
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<tr>
<td>Vacant</td>
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SPECIAL THANKS TO THE KC G2U STEERING COMMITTEE

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<tr>
<td>Sheri Gonzales</td>
<td>Civic Council of Greater Kansas City</td>
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<tr>
<td>Robin Smith</td>
<td>DeBruce Foundation</td>
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<tr>
<td>Ryan Weber</td>
<td>KC Tech Council</td>
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<tr>
<td>Clint Robinson</td>
<td>Black &amp; Veatch (Private Sector)</td>
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National Organizer: The Volcker Alliance
Kansas City Lead Agency: Mid-America Regional Council
Opening Remarks

Tom Ross

Executive director, the Volcker Alliance
G2U Year-In-Review

David Warm

Executive director, Mid-America Regional Council
Year 1 Priorities

1. Gather and analyze local economic and labor analysis of public employment in the Kansas City region to understand challenges and opportunities.

2. Leverage technology and process efficiencies to improve regional recruitment for public sector careers.

3. Prepare government leaders to harness the power of data for decision-making and accountability.
G2U Year-In-Review

Public Sector Talent-to-Industry (TIE) Exchange Work Group

Erika Garcia-Reyes and Frank Lenk
PUBLIC SECTOR
TALENT-TO-INDUSTRY EXCHANGE (TIE)
The Talent-to-Industry Exchange (TIE) concept was introduced in 2016 as a way to improve the labor supply by growing the human capital.

- Is there a labor supply challenge?
- Is it a perception challenge?
- Are wages a barrier?
THE TIE PROCESS

- Labor analysis.
- Facilitated discussions.
  - Federal managers.
  - Local government managers.
  - Educators.
  - Recent hires.
- Work sessions (G2U).
- Report and commitment to action.
Kansas City MSA Government Employment Trends

- Growth is flat.
- Resources are either flat or declining in real terms.
- Being asked to do more.
  - Do more sophisticated tasks.
  - Manage more complex projects.
- With no more workers.
- So the workforce must become more productive.
- Puts a premium on technical as well as subject-area expertise.
KC Total Public Sector Employment

- Federal Government: 27,489
- State Government: 15,242
- Local Government: 104,575

Source: JobsEQ
Source: JobsEQ
KC PUBLIC ADMINISTRATION EMPLOYMENT

Federal Government: 36%
State Government: 11%
Local Government: 53%

<table>
<thead>
<tr>
<th>Government Type</th>
<th>Employment (Number)</th>
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<tbody>
<tr>
<td>Federal Government</td>
<td>17,345</td>
</tr>
<tr>
<td>State Government</td>
<td>5,367</td>
</tr>
<tr>
<td>Local Government</td>
<td>25,280</td>
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Occupation Distribution of the Public Administration Industry
Principally in City Halls and Federal Office Buildings

- Protective Service Occupations
- Office and Administrative Support Occupations
- Business and Financial Operations Occupations
- Management Occupations
- Healthcare Practitioners and Technical Occupations
- Construction and Extraction Occupations
- Installation, Maintenance, and Repair Occupations
- Community and Social Service Occupations
- Transportation and Material Moving Occupations
- Life, Physical, and Social Science Occupations
- Legal Occupations
- Computer and Mathematical Occupations
- Architecture and Engineering Occupations
- Educational Instruction and Library Occupations
- Building and Grounds Cleaning and Maintenance Occupations
- Personal Care and Service Occupations
- Production Occupations
- Healthcare Support Occupations
- Arts, Design, Entertainment, Sports, and Media Occupations
- Food Preparation and Serving Related Occupations
- Sales and Related Occupations
- Farming, Fishing, and Forestry Occupations
KC Public Administration Office Occupations

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Number</th>
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<tbody>
<tr>
<td>Office and Administrative Support</td>
<td>7,824</td>
</tr>
<tr>
<td>Business and Financial Operations</td>
<td>6,783</td>
</tr>
<tr>
<td>Management</td>
<td>2,643</td>
</tr>
<tr>
<td>Life, Physical, and Social Science</td>
<td>1,639</td>
</tr>
<tr>
<td>Legal</td>
<td>1,287</td>
</tr>
<tr>
<td>Computer and Mathematical</td>
<td>1,242</td>
</tr>
<tr>
<td>Architecture and Engineering</td>
<td>1,173</td>
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These occupations account for just under half of all Public Administration workers.

Source: JobsEQ
Government-wide high-risk mission critical occupations

MEMORANDUM FOR: CHIEF HUMAN CAPITAL OFFICERS

From: BETH F. COBERT, ACTING DIRECTOR

Subject: Closing Skills Gaps: Strategy, Reporting and Monitoring

The U.S. Office of Personnel Management (OPM), in partnership with the Chief Human Capital Officers (CHCO) Council, recently revalidated the need to continue working to close skills gaps within the following Governmentwide high-risk mission critical occupations (MCO): (0110) Economist, (0201) HR Specialist, (0511) Auditor, (1102) Acquisition, Cybersecurity and the STEM functional area.

https://www.chcoc.gov/content/closing-skills-gaps-strategy-reporting-and-monitoring
SKILL GAPS ARE CONCENTRATED AT THE INTERSECTION OF TECHNOLOGY AND MANAGEMENT

Based on Table 7, “Substantial Efforts Needed to Achieve Greater Progress on High-Risk Areas,” GAO, March 2019
Federal: Human Resource Management Net Hiring

<table>
<thead>
<tr>
<th>Year</th>
<th>Increase</th>
<th>Decrease</th>
<th>Total</th>
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<tbody>
<tr>
<td>FY 2015</td>
<td></td>
<td>-422</td>
<td></td>
</tr>
<tr>
<td>FY 2016</td>
<td></td>
<td>-377</td>
<td></td>
</tr>
<tr>
<td>FY 2017</td>
<td></td>
<td>-768</td>
<td></td>
</tr>
<tr>
<td>FY 2018</td>
<td></td>
<td>-380</td>
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<tr>
<td>FY 2019</td>
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<td>-123</td>
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Age Distribution of Critical Federal Occupations

- **IT Specialist**: 3% Under 30, 45% 30-49 years, 52% Over 50
- **HR Specialist**: 4% Under 30, 50% 30-49 years, 46% Over 50
- **Contract Specialist**: 7% Under 30, 55% 30-49 years, 39% Over 50
- **Auditor**: 6% Under 30, 56% 30-49 years, 39% Over 50
- **Economist**: 8% Under 30, 56% 30-49 years, 36% Over 50

COMPARING THE COMPENSATION OF FEDERAL AND PRIVATE-SECTOR EMPLOYEES, 2011 TO 2015

Source: Congressional Budget Office
Sources: JobsEQ (overall), Salary Survey (Local)
NEXT STEPS

- Identify specific pain points for local governments, survey is open until September 25th.
- Collect data for critical federal occupations on time-to-hire, KC salaries for comparison to metro averages.
- Assess degree to which talent gaps are being driven by:
  - Salary gaps,
  - Talent shortages, given high levels of competition for the same talent by the private sector, or
  - Something else.
OPPORTUNITIES

- Workforce Preparedness
  - Increase experiential learning opportunities

- Talent Attraction
  - Increase awareness of programs, navigating hiring platforms, engaging mid-level career professionals

- Talent Retention
  - Continue to develop talent
QUESTIONS?

- Frank Lenk
  - Director of Research Services, MARC
  - flenk@marc.org

- Erika Garcia Reyes
  - Local government services project manager, MARC
  - egarcia@marc.org
G2U Year-In-Review

Regional Recruitment Work Group

Anita Davis
REGIONAL DATA ACADEMY
“ANY CHART, NO MATTER HOW WELL DESIGNED, WILL MISLEAD US IF WE DON’T PAY ATTENTION TO IT.”
Data Academy Year in Review

GEAR Challenge Update

Regional Data Academy Working Group

Data Academy Launch
Regional Data Academy Launches in 2021

Watch for a FREE preview this fall with sessions on data storytelling, intro to data science and more from G2U partners!
G2U Year-In-Review

Get involved!

www.marc.org/G2U
Networking and Small Group Introductions
Break

Featuring music from the UMKC Conservatory and the Park University International Center for Music Students and Alumni.
Leveling Up with G2U
Poll
Everywhere
Instructions

Use your web browser or smart phone to log on to pollev.com/marckc

Questions will launch on the screen then be visible in your browser.

Pay attention to the response settings for each question.
What is the one word that best describes why you attended today's event?
What should G2U focus on in the next 2-3 years? (pick two)

- Connections between education career services and government jobs: 29%
- Research on why graduates do not choose government jobs: 11%
- Internships and other experiential learning: 16%
- Better marketing of benefits of public service: 20%
- Non-degree seeking training for current public servants: 10%
- Work with community and technical college to create a technical skills pipeline: 11%
- Applied research partnerships between faculty and government agencies: 2%
- Other: 1%
What learning opportunities should we expand to grow the talent needed for good government? (pick two)

- Internships: 30%
- Job shadowing: 11%
- Industry recognized credentials for public sector jobs: 14%
- Apprenticeships: 9%
- Classroom projects based on real-world challenges: 27%
- Teacher externships: 3%
- Technical training: 4%
- Other: 2%
Leveling Up with G2U
Group Assignment

https://docs.google.com/spreadsheets/d/1Lnt7sQbE4VAi8rWJ8iAHQTK9jlyei_j-pqNF1xebdFQ/edit#gid=1771789509
THANK YOU

Please watch your email for an evaluation survey, slide deck and contact information for G2U.