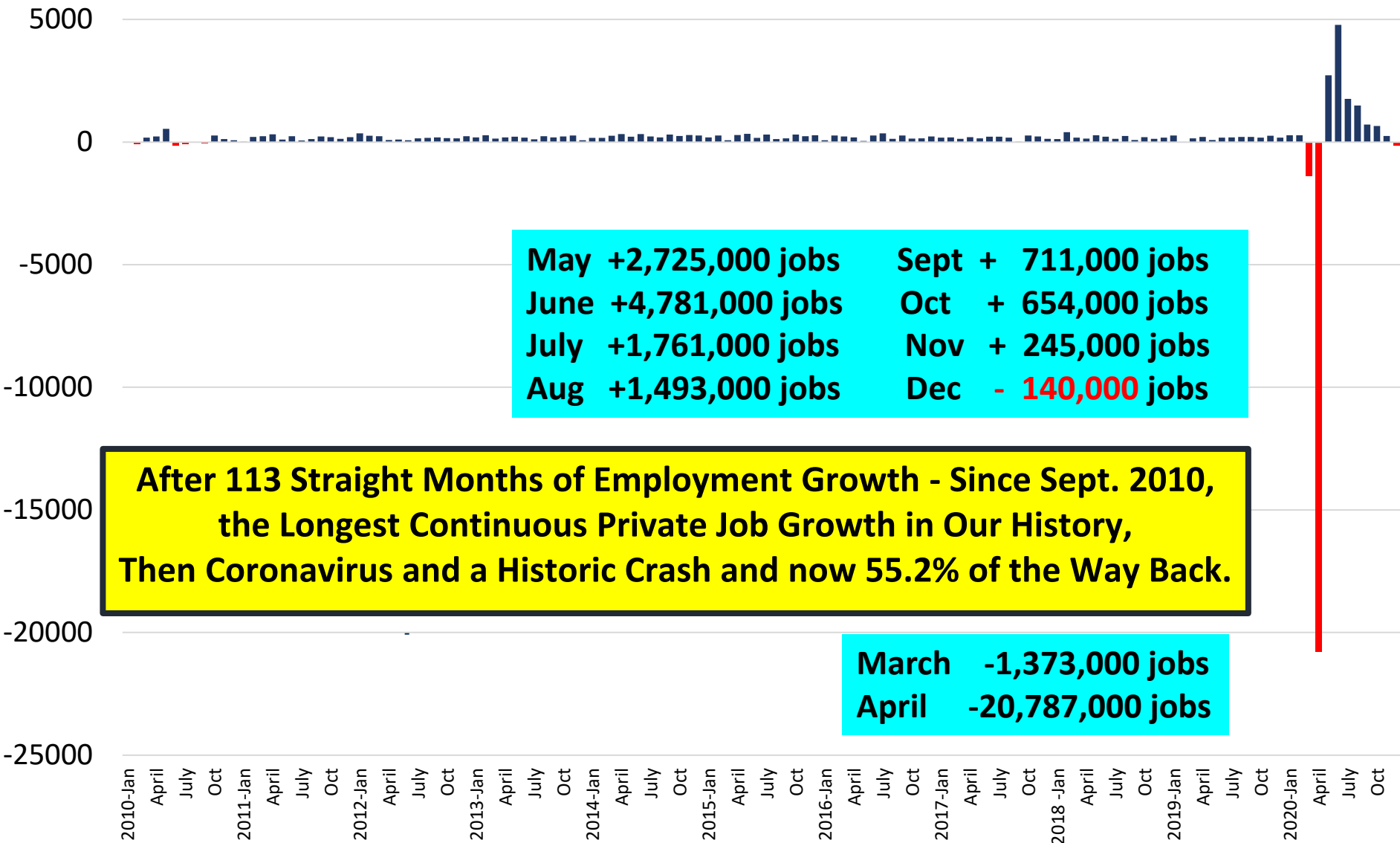


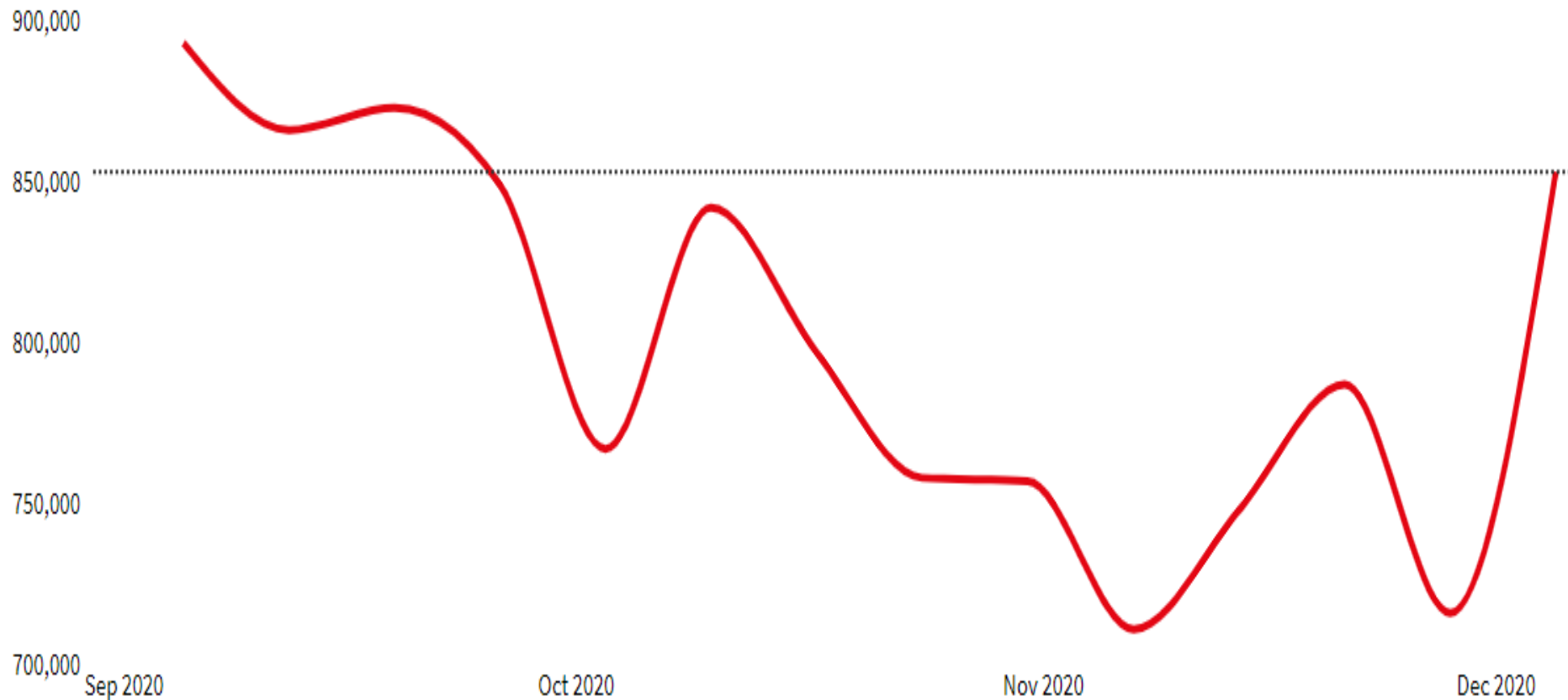
# The Post-Pandemic Missouri Economy



# U.S. Nonfarm Payroll Employment



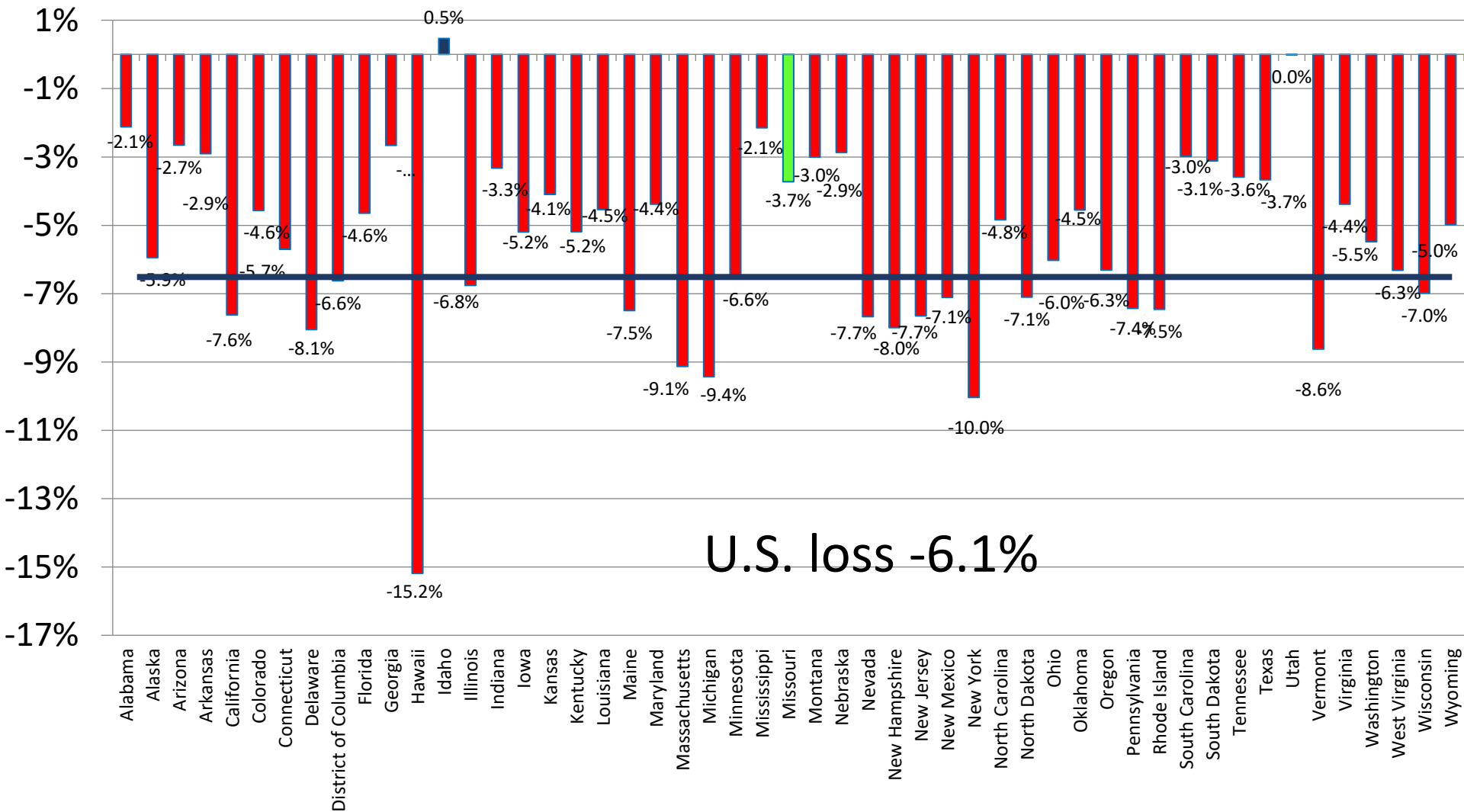
# U.S. Initial Weekly Unemployment Claims



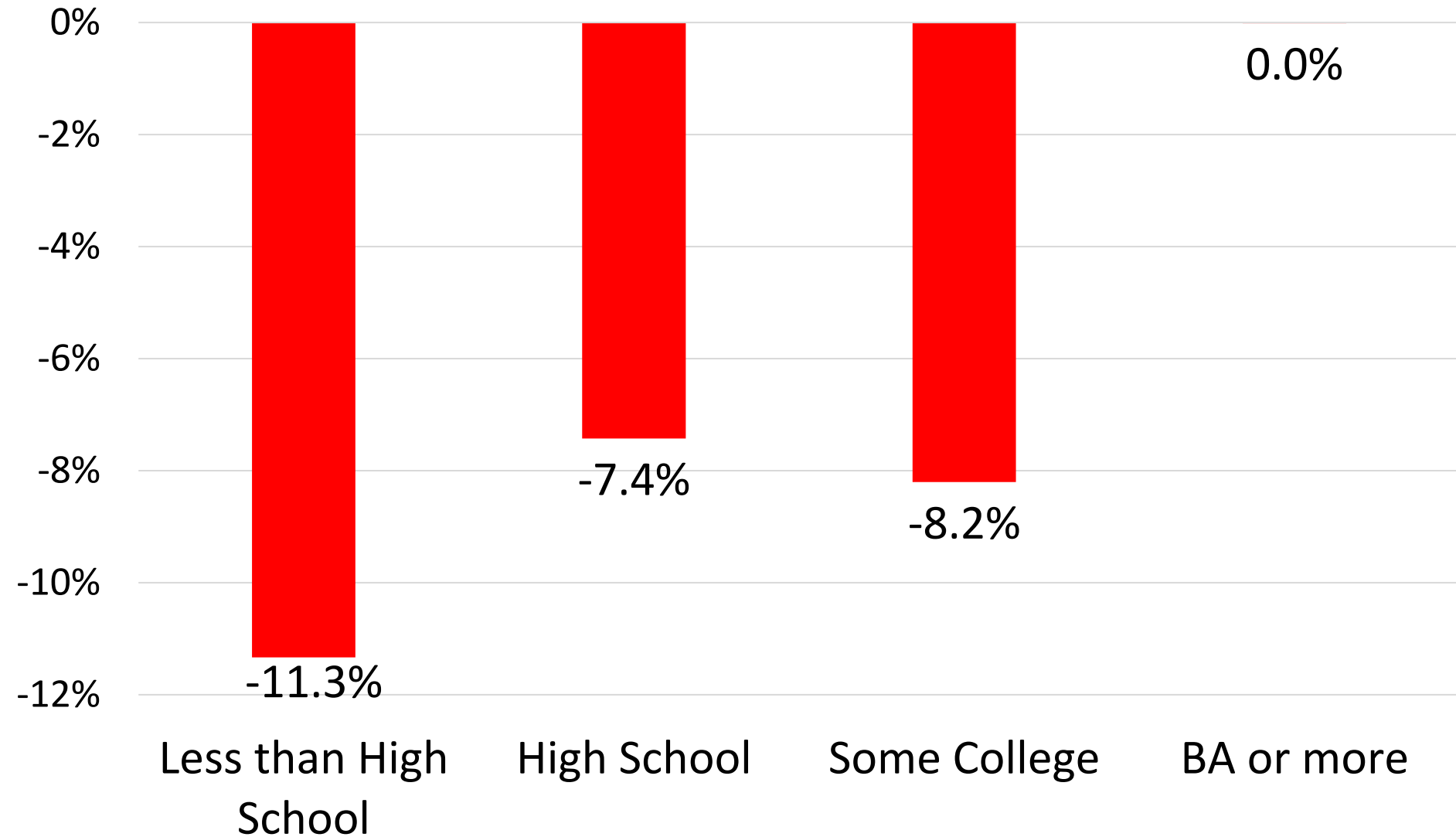
Source: JLL Research • Seasonally adjusted

# All States 1-Year

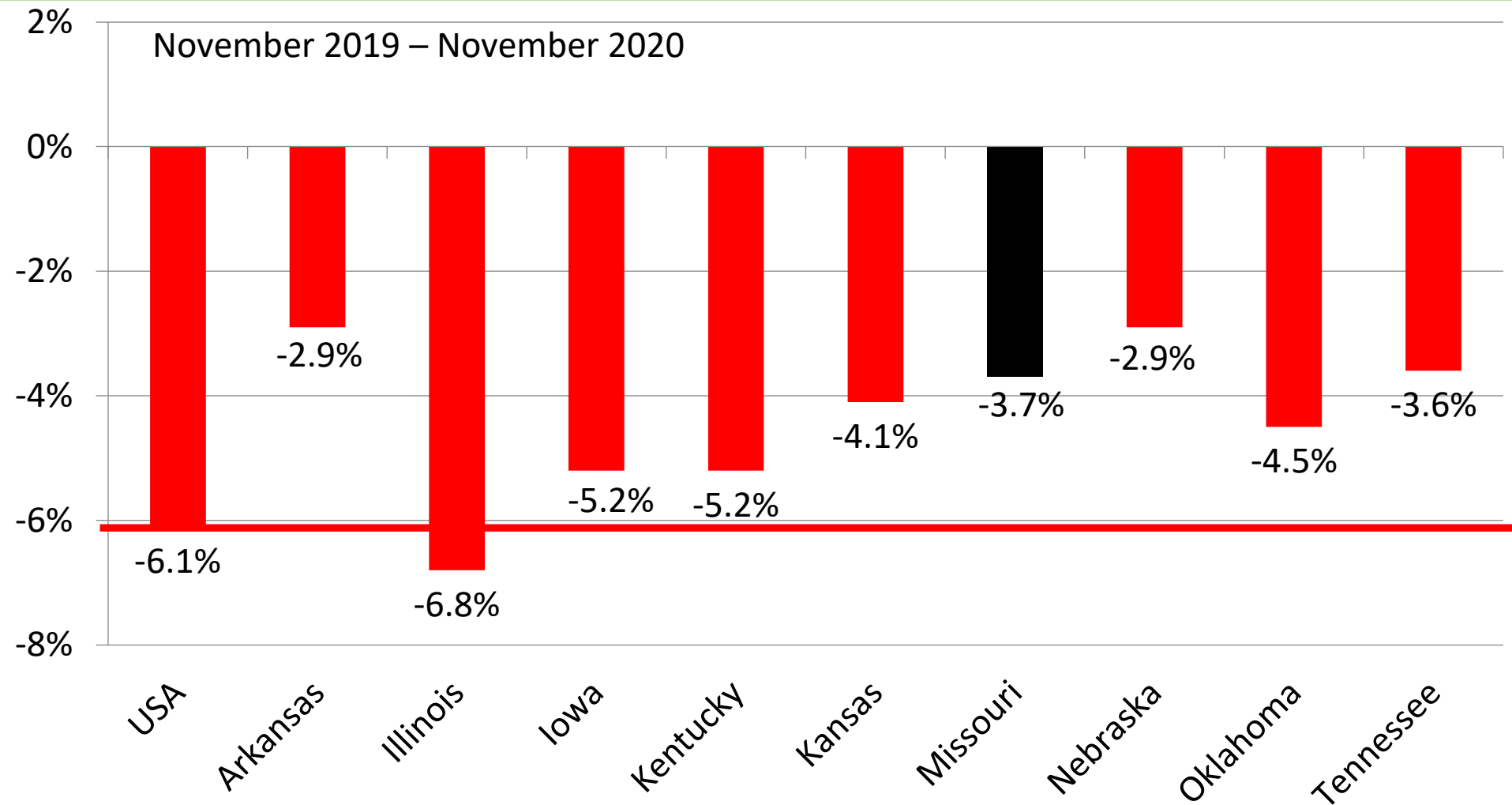
Total Non-Farm Employment Percentage Change Nov 2019 to Nov 2020



# Percent Job Change Dec 2019 – Dec 2020

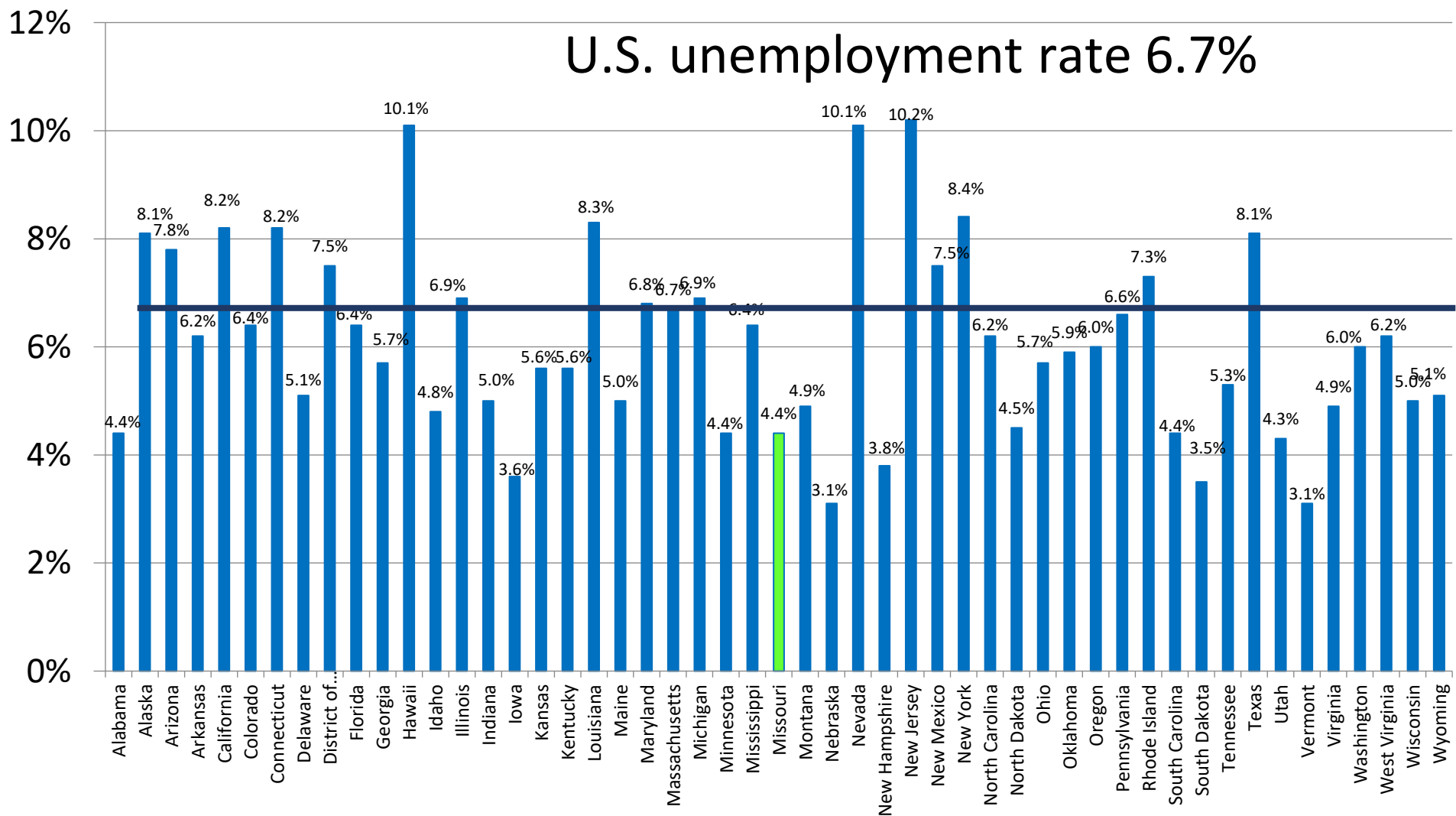


# Nonfarm Employment Change Missouri & Neighboring States

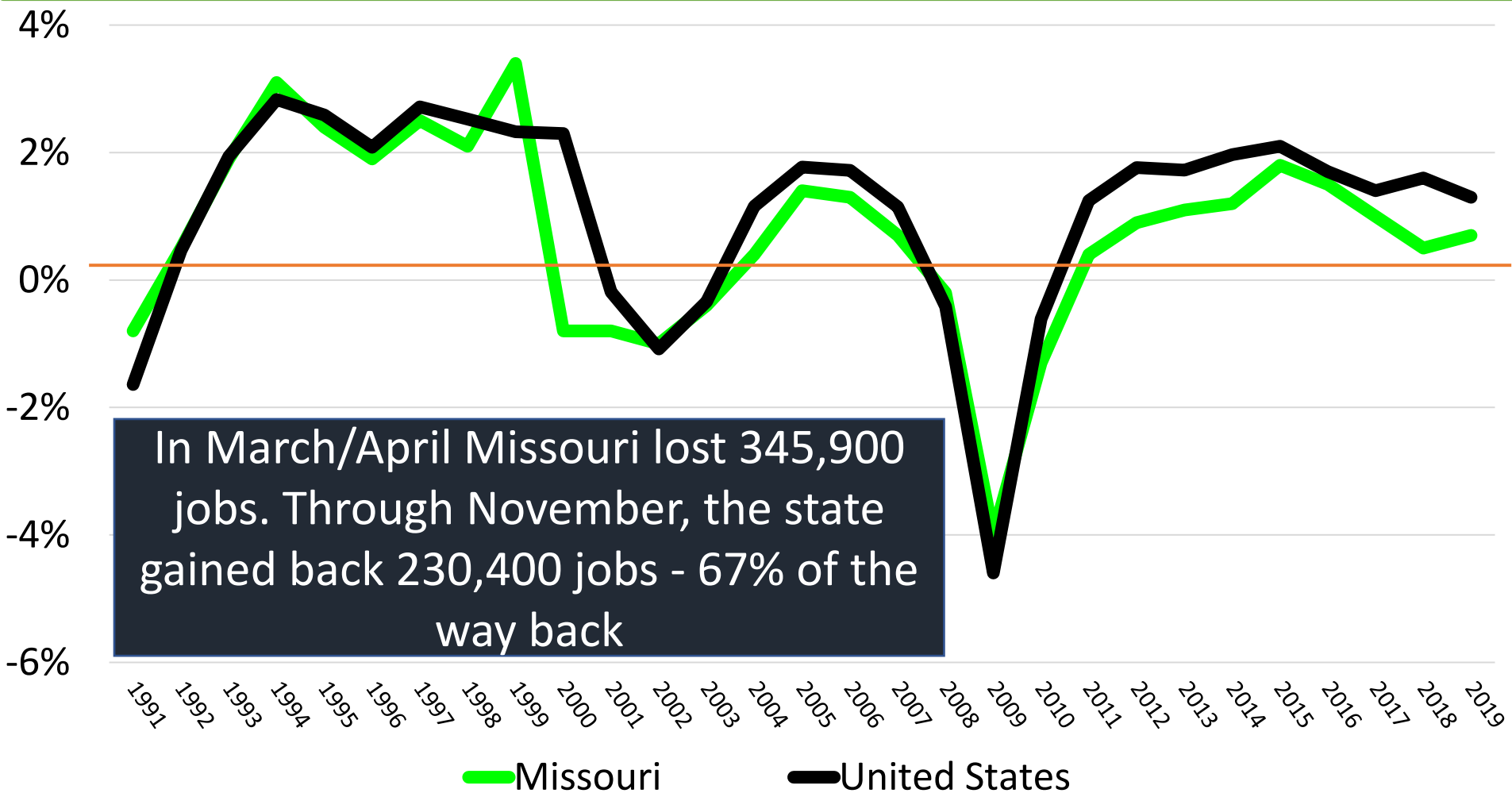


# All States Unemployment Rate

November 2020

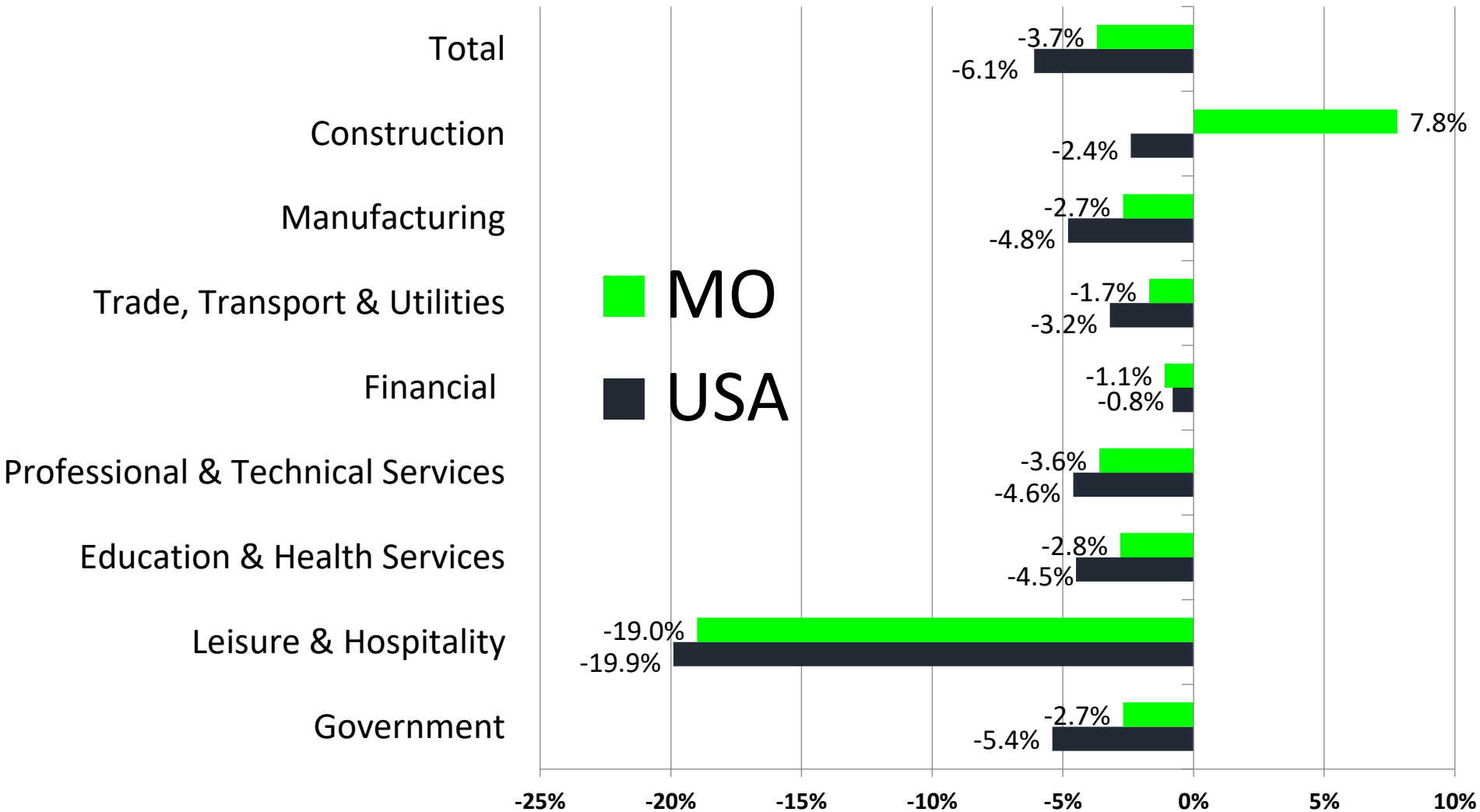


# Missouri Annual % Jobs Change 1990-2019



# Employment Change by Sector for the US & MO

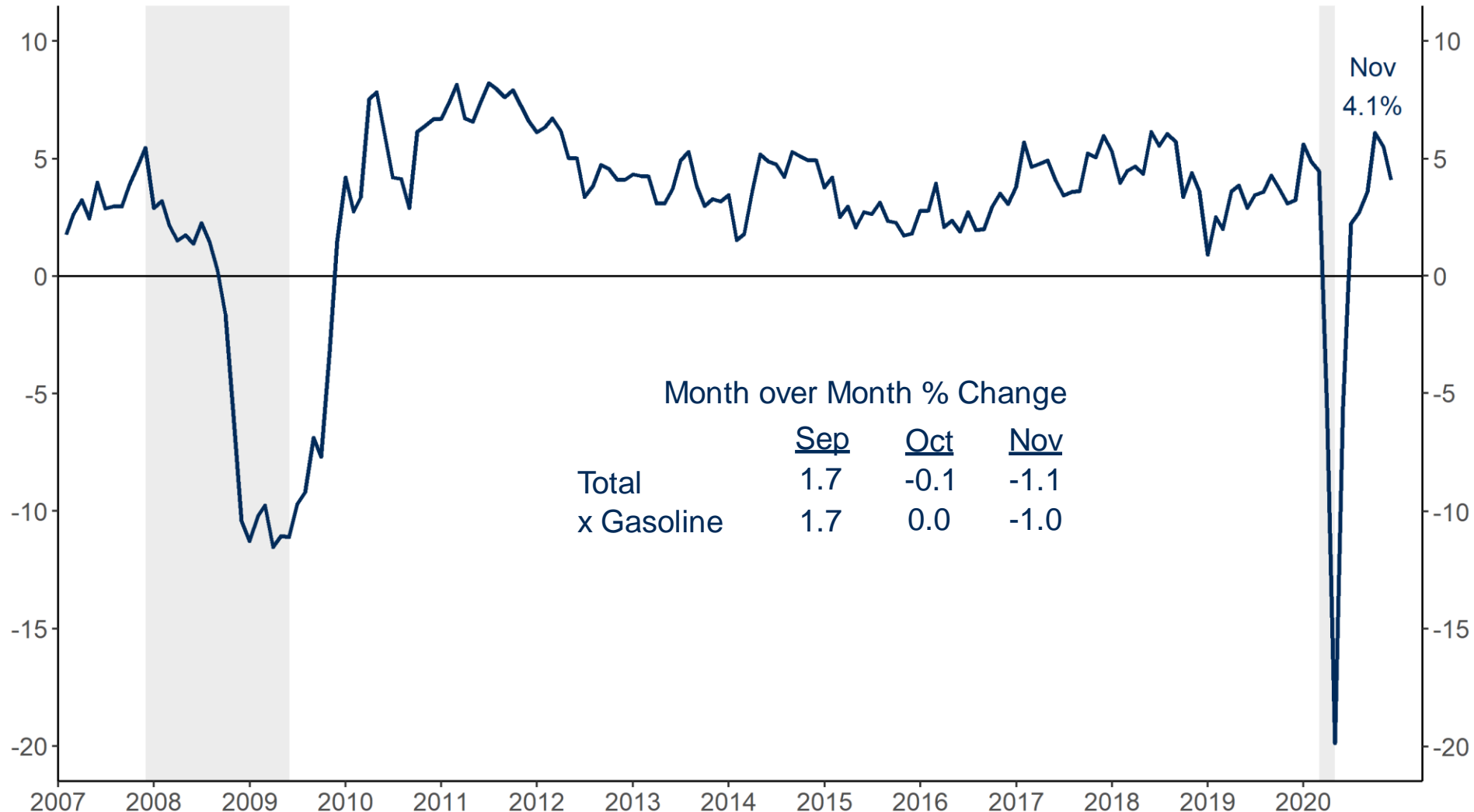
## November 2019 – November 2020



# US Retail Sales

Retail Sales

12 Month Percent Change



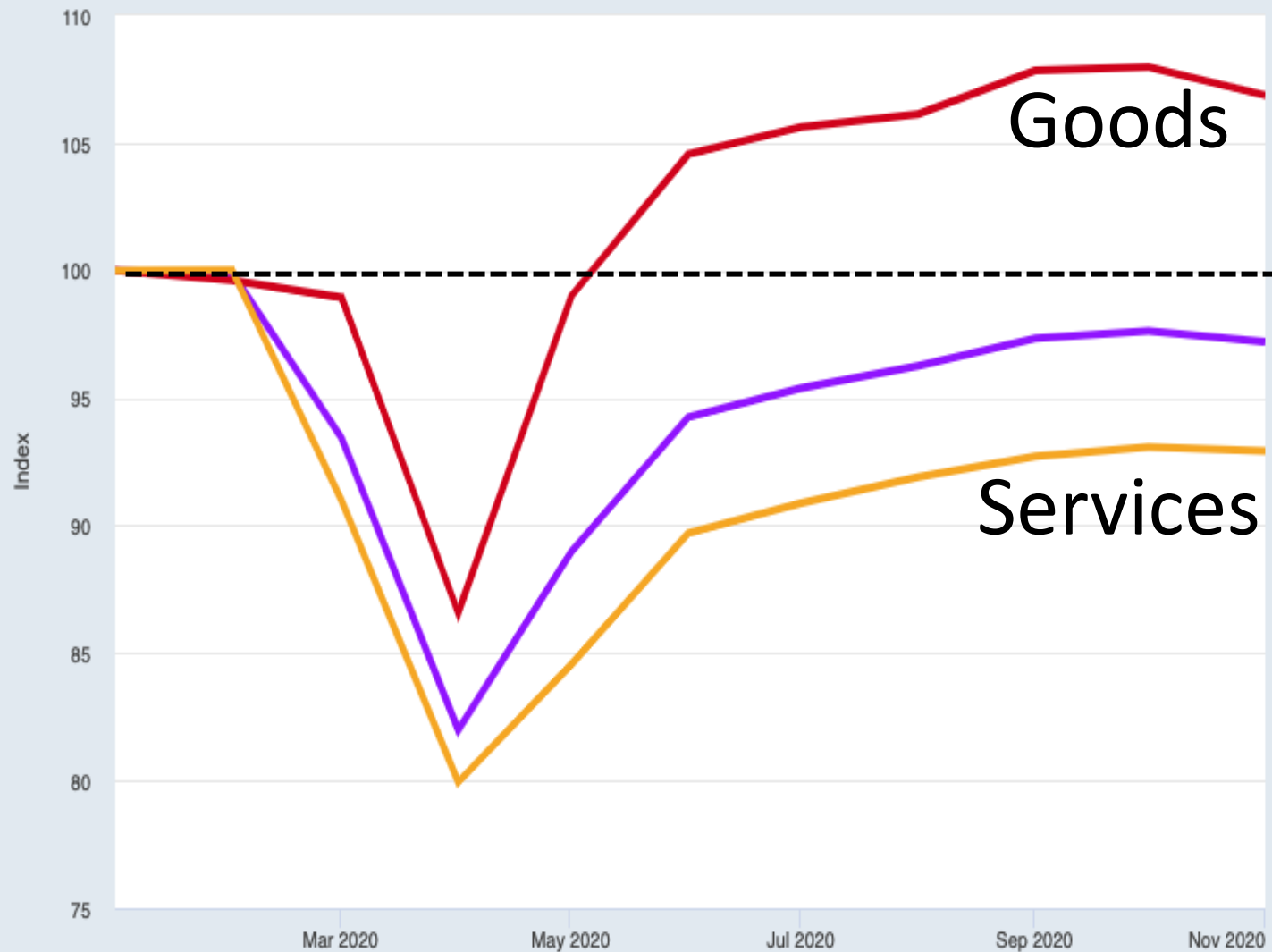
# Consumption

How consumers spend money has been changed by remote work and widespread shutdowns of “service” businesses.

The question is how much is enduring.

FRED

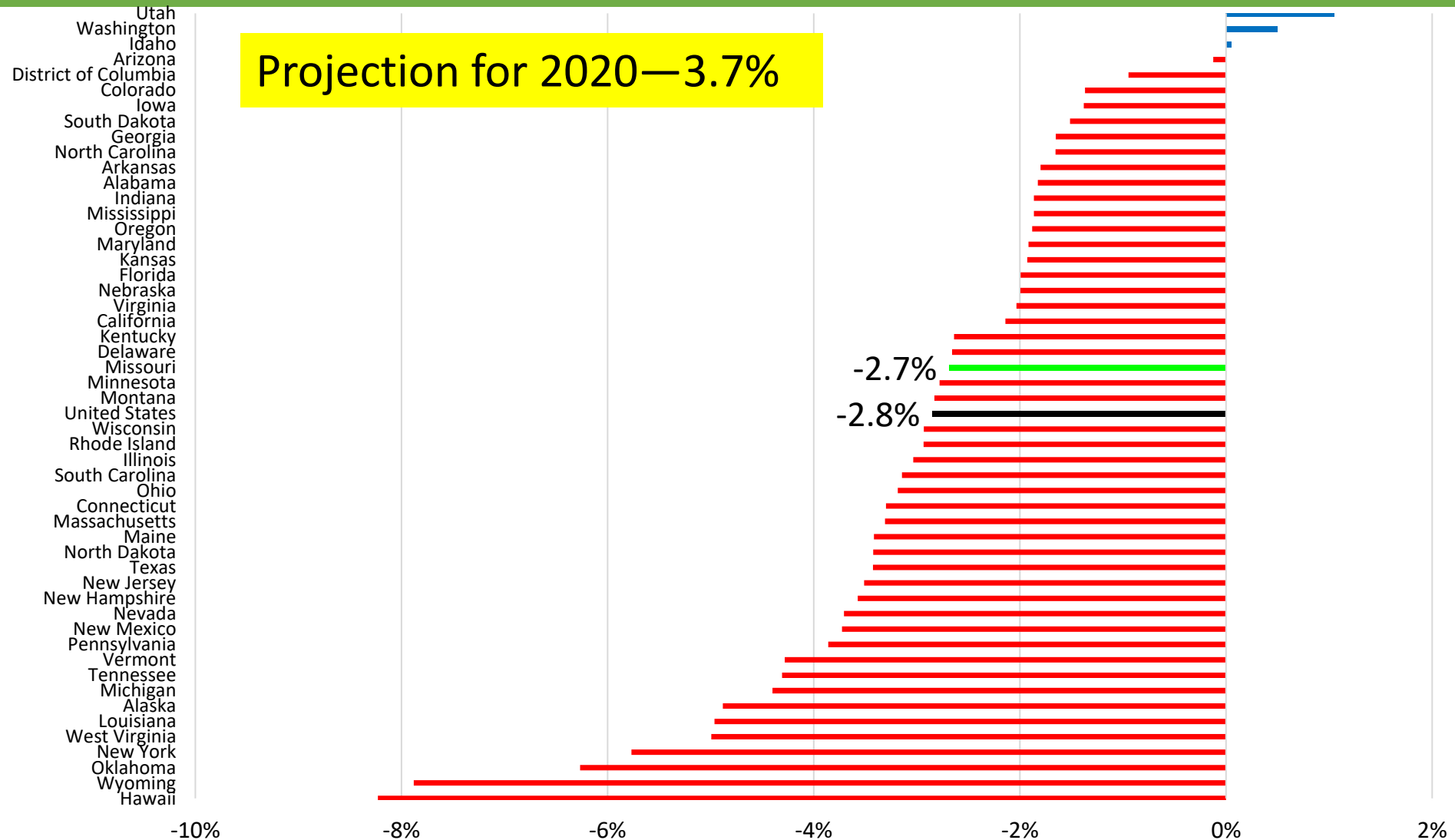
Real Personal Consumption Expenditures, Jan 2020=100  
Real Personal Consumption Expenditures: Goods, Jan 2020=100  
Real Personal Consumption Expenditures: Services, Jan 2020=100



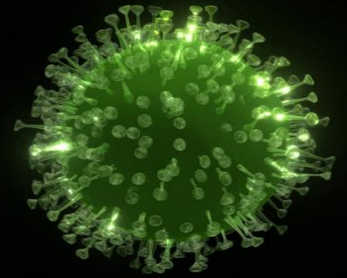
Source: U.S. Bureau of Economic Analysis

[fred.stlouisfed.org](https://fred.stlouisfed.org)

# Change in GDP 2019:Q3 to 2020:Q3



# Post-Pandemic



# What to Expect in the Coming Year

Rapid Acceleration

Increased Disruption



# Many of the “Temporary” Changes Are Here to Stay



# Remote Rules!

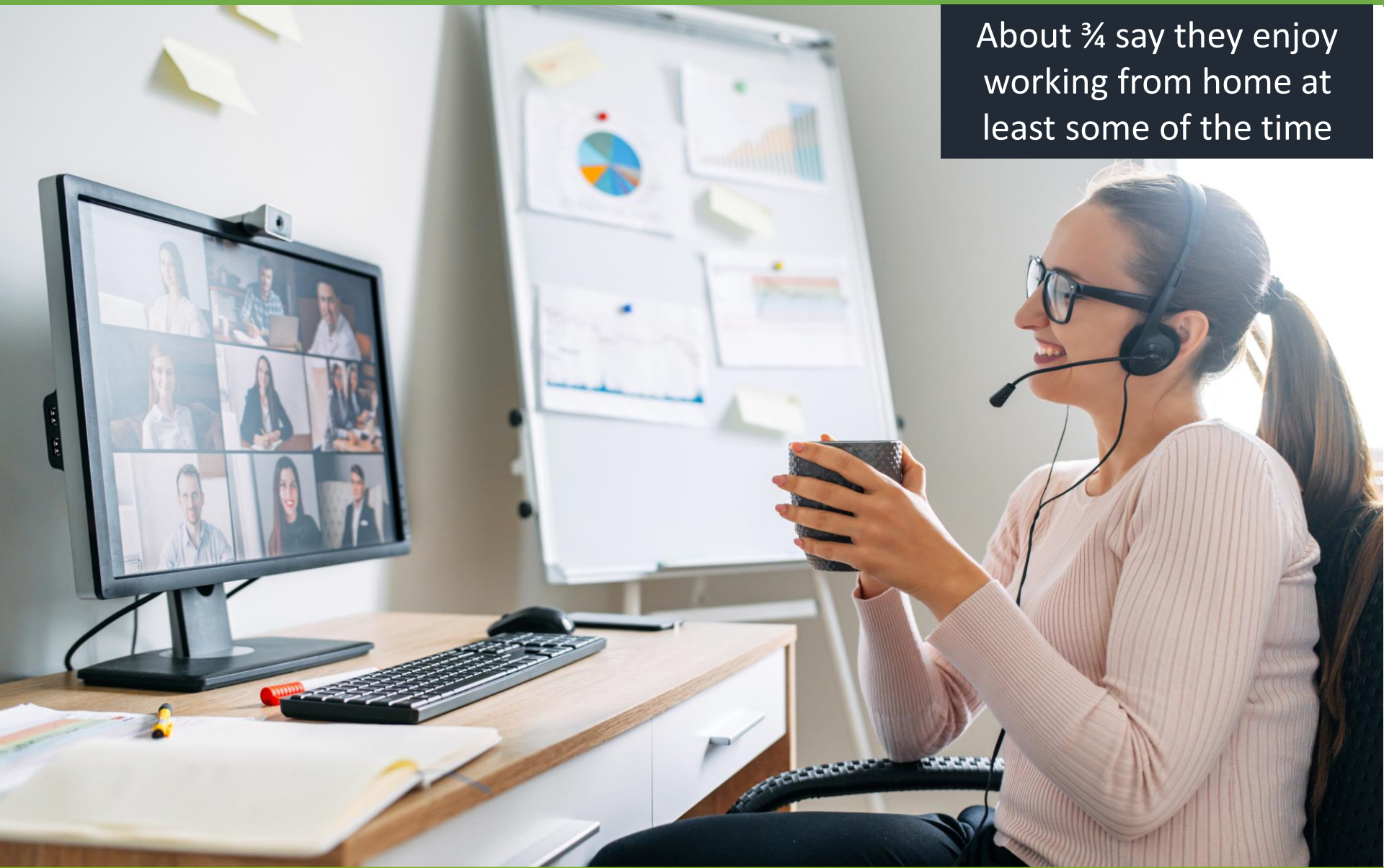
## Does It Change Everything?





# Remote Work!

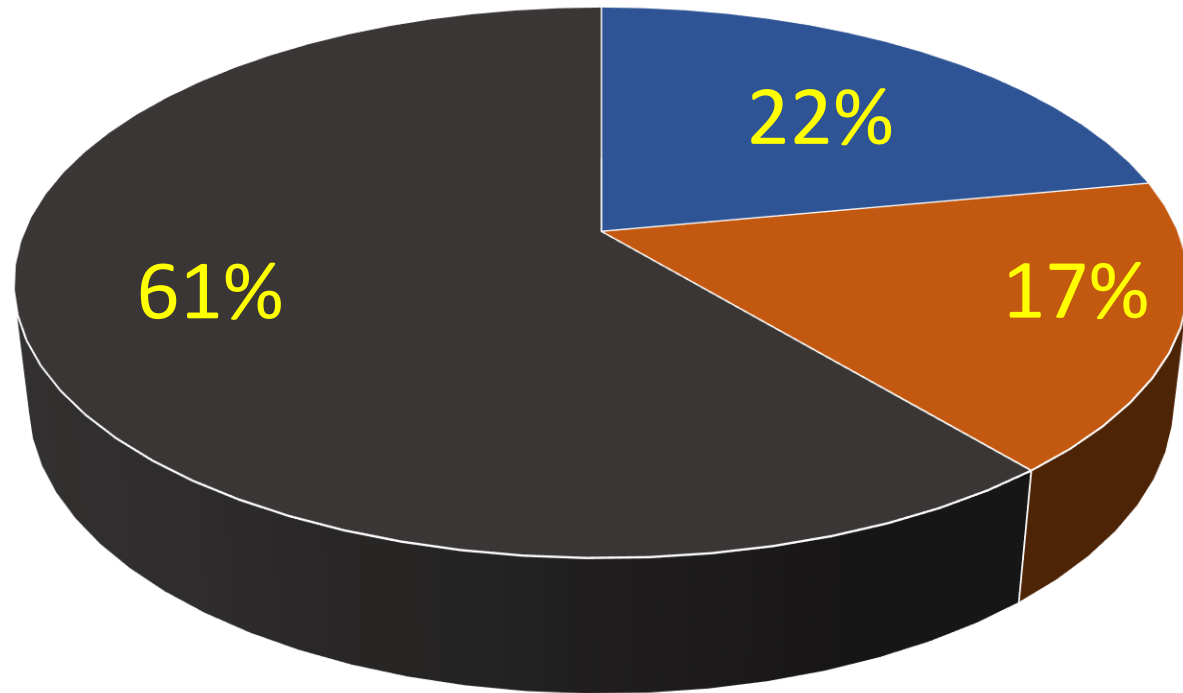
About  $\frac{3}{4}$  say they enjoy working from home at least some of the time



# Remote Work Stickiness

The Remote Work Future

World  
Economic  
Forum  
studies 2,000  
activities  
across 800  
occupations  
in 9  
countries.



- Work from home 3 to 5 days a week
- Work from home 1 to 2 days a week
- Cannot work from home

# The Death of Distance Finally Got Here



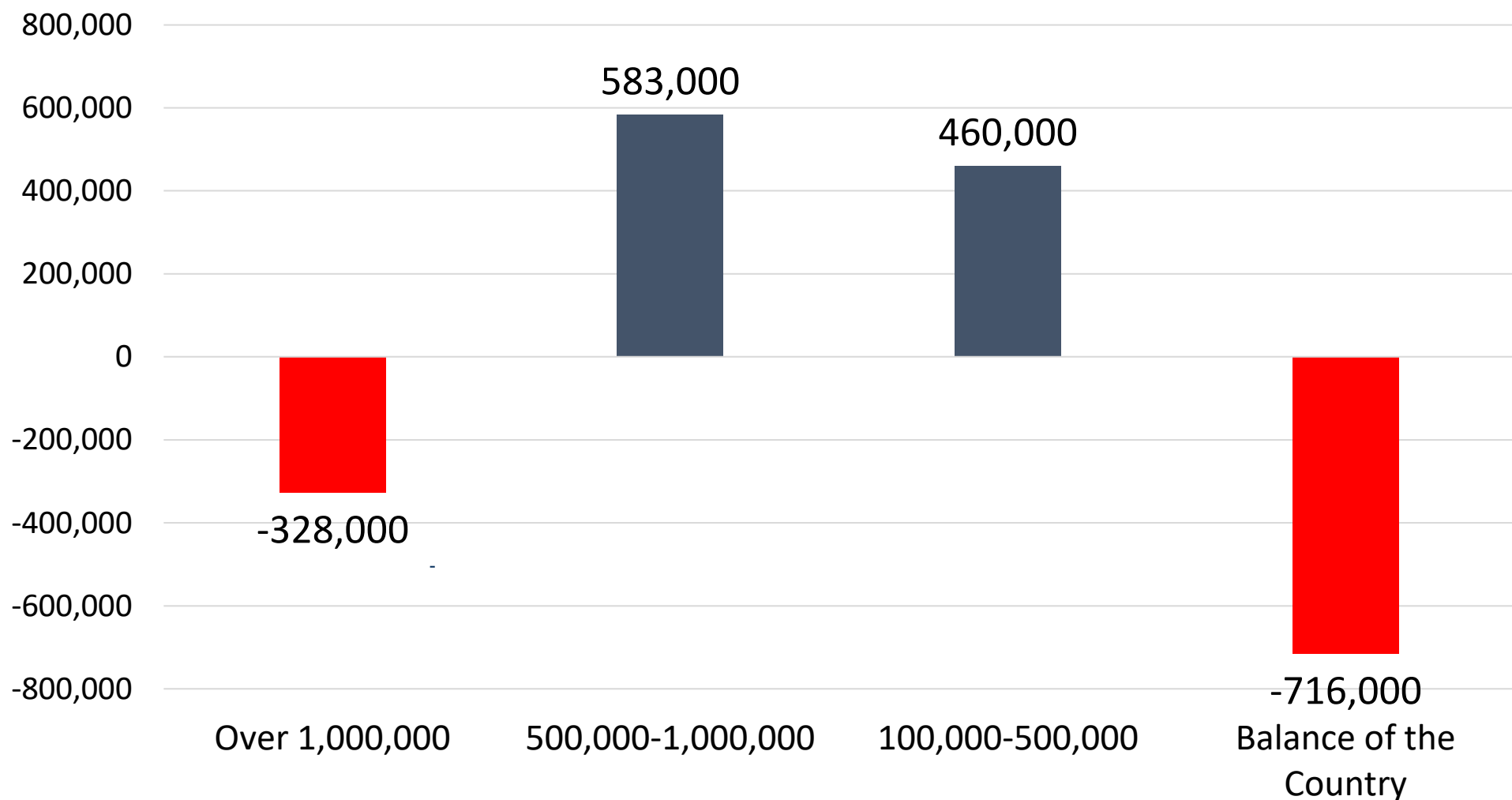
# What Could Remote Work Look Like Soon?



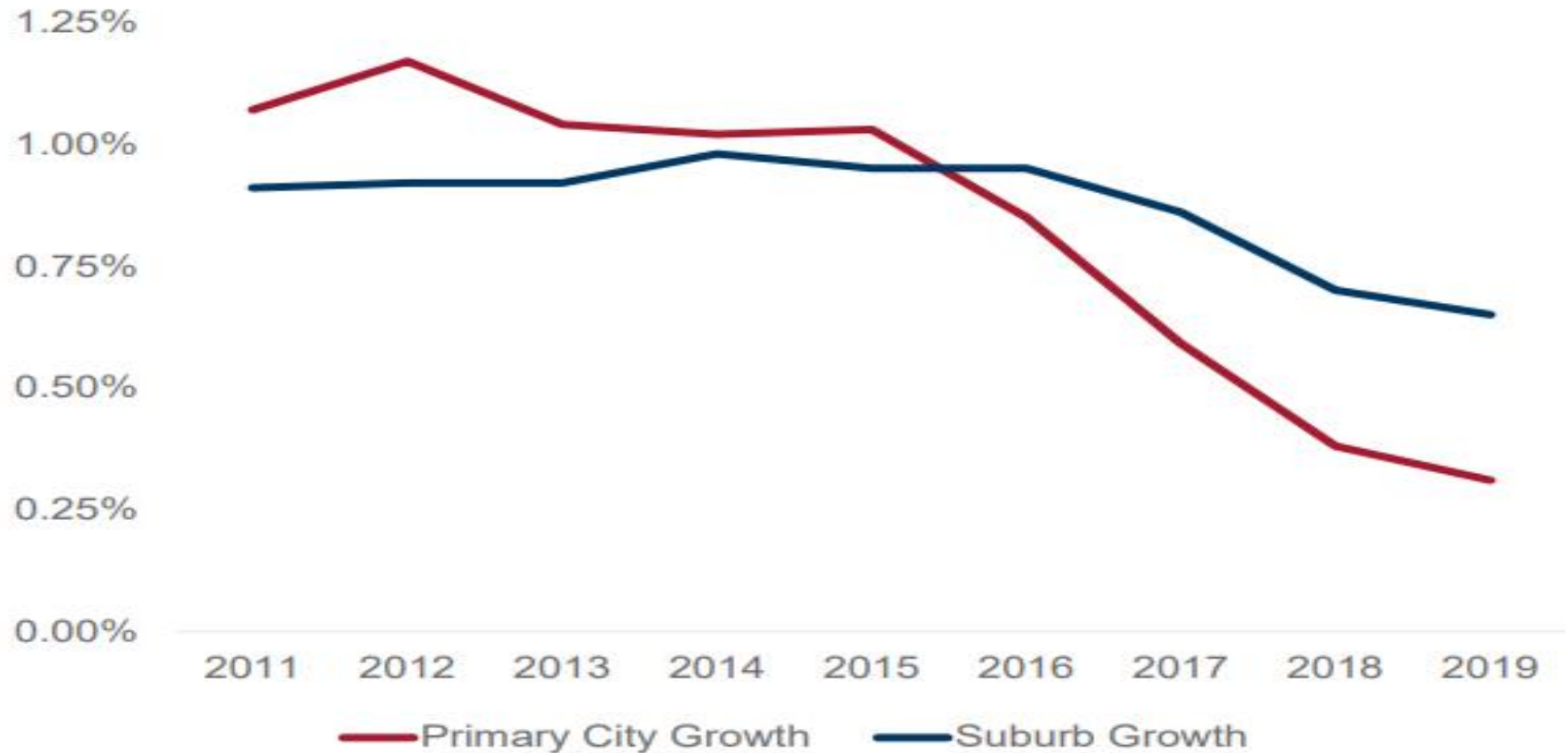
# Relocation Reconsideration



# U.S. Domestic Migration by MSA Population 2010 to 2019



# U.S. Population Growth



Source: William H Frey analysis of Census Bureau Population estimates July 2010-2019 (released May 21, 2020); Brookings Institute



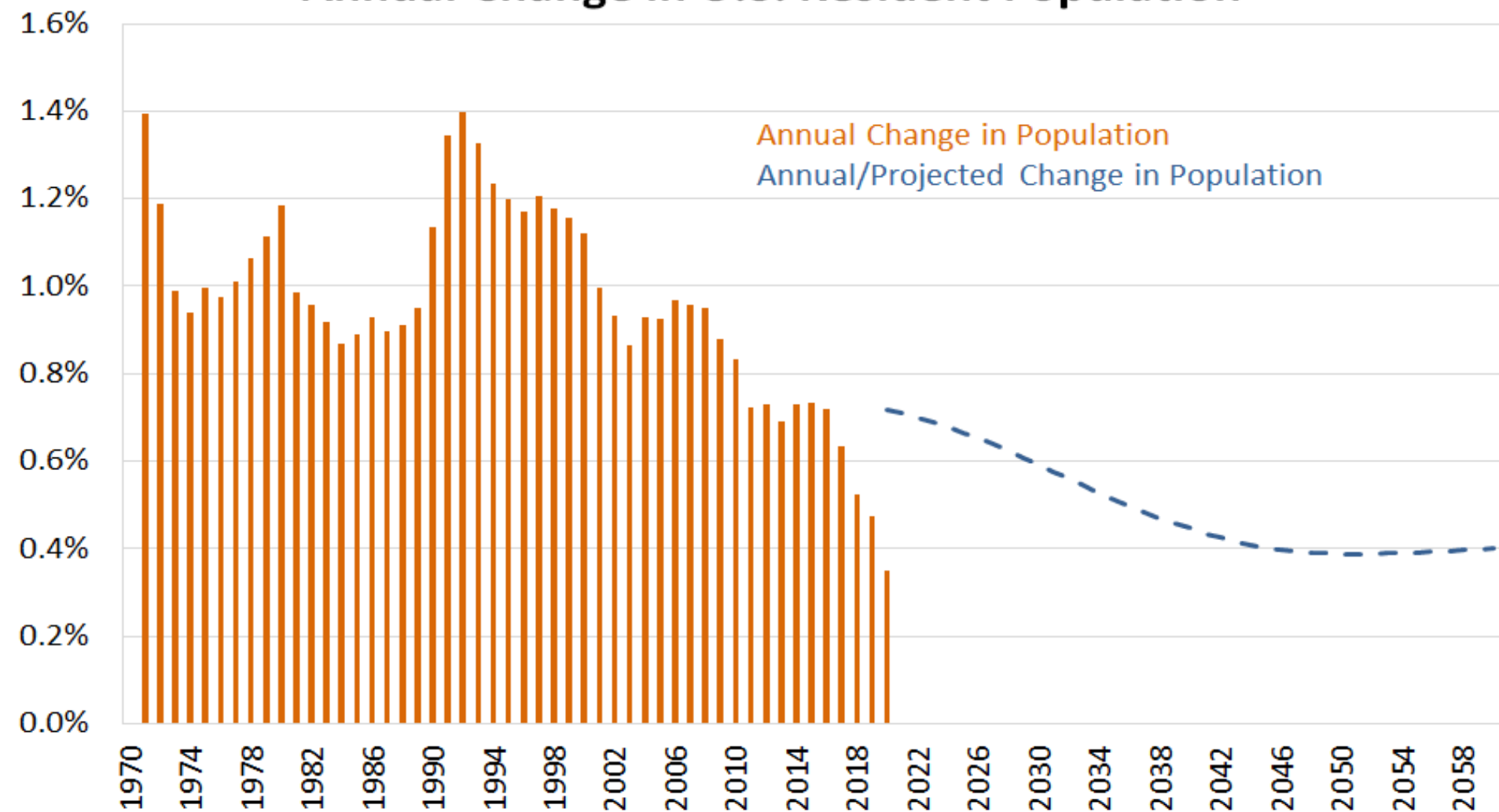
# Workforce Challenges Grow

# Reserve Workforce

Gig – Temporary - Part Time - On-Demand



# Annual Change in U.S. Resident Population



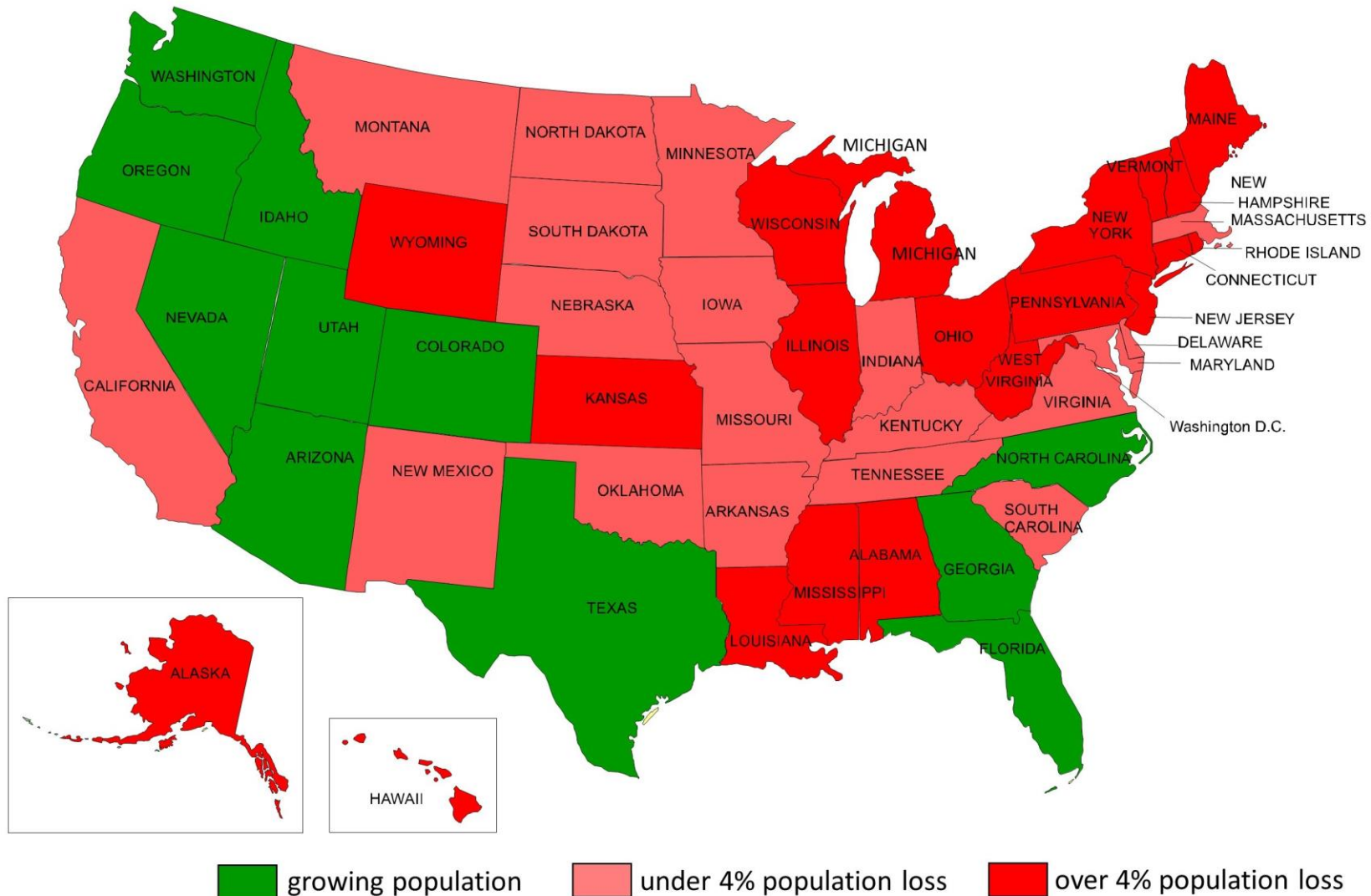
NOTES: The actual change in population is as of Dec. 22. The projected change is as of April 16 and displays the actual change from 1970 through 2019.

SOURCES: Census Bureau and Haver Analytics.

Federal Reserve Bank of St. Louis

# Projected Population Change 2019 – 2029

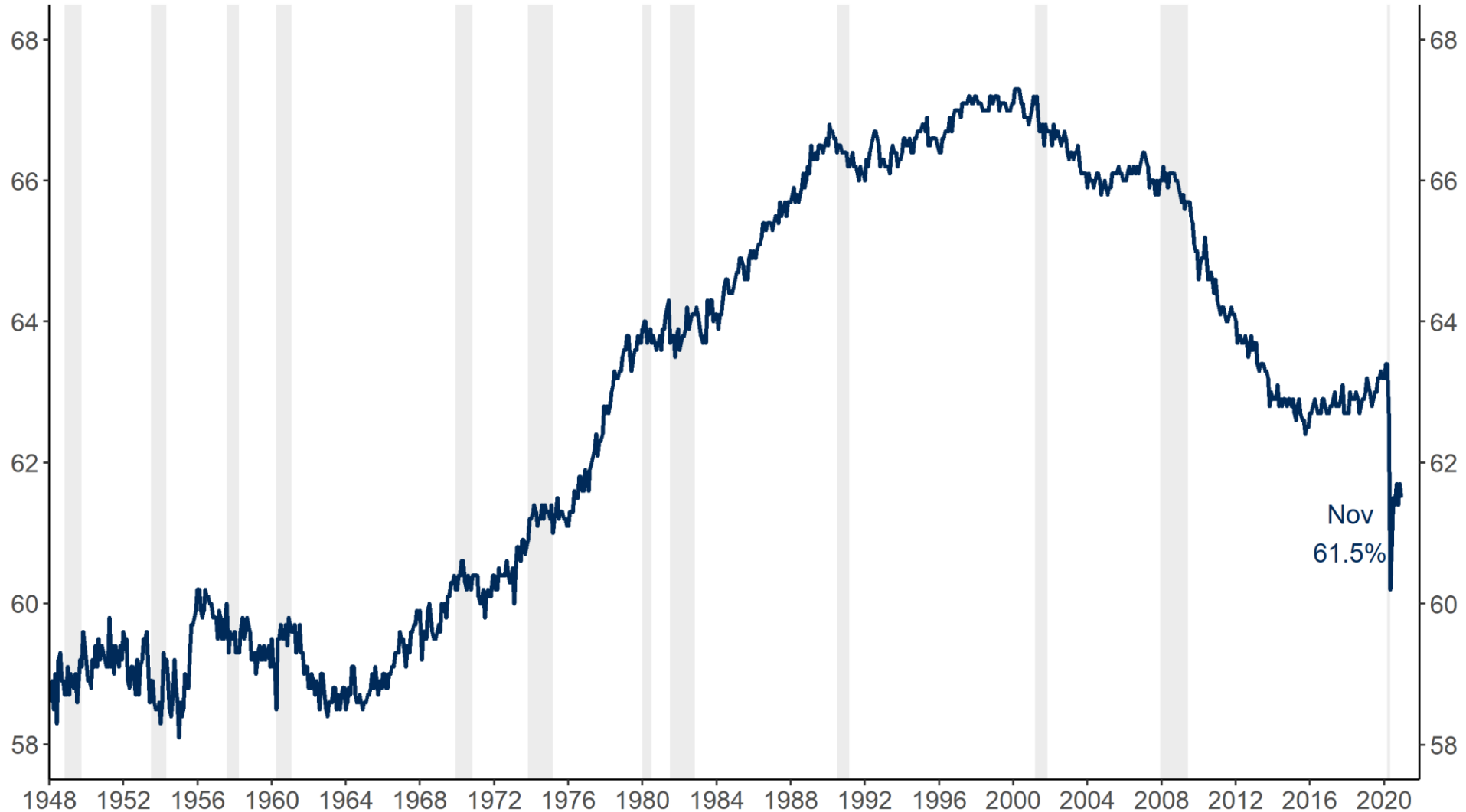
## Ages 25-64



# Labor Force Participation

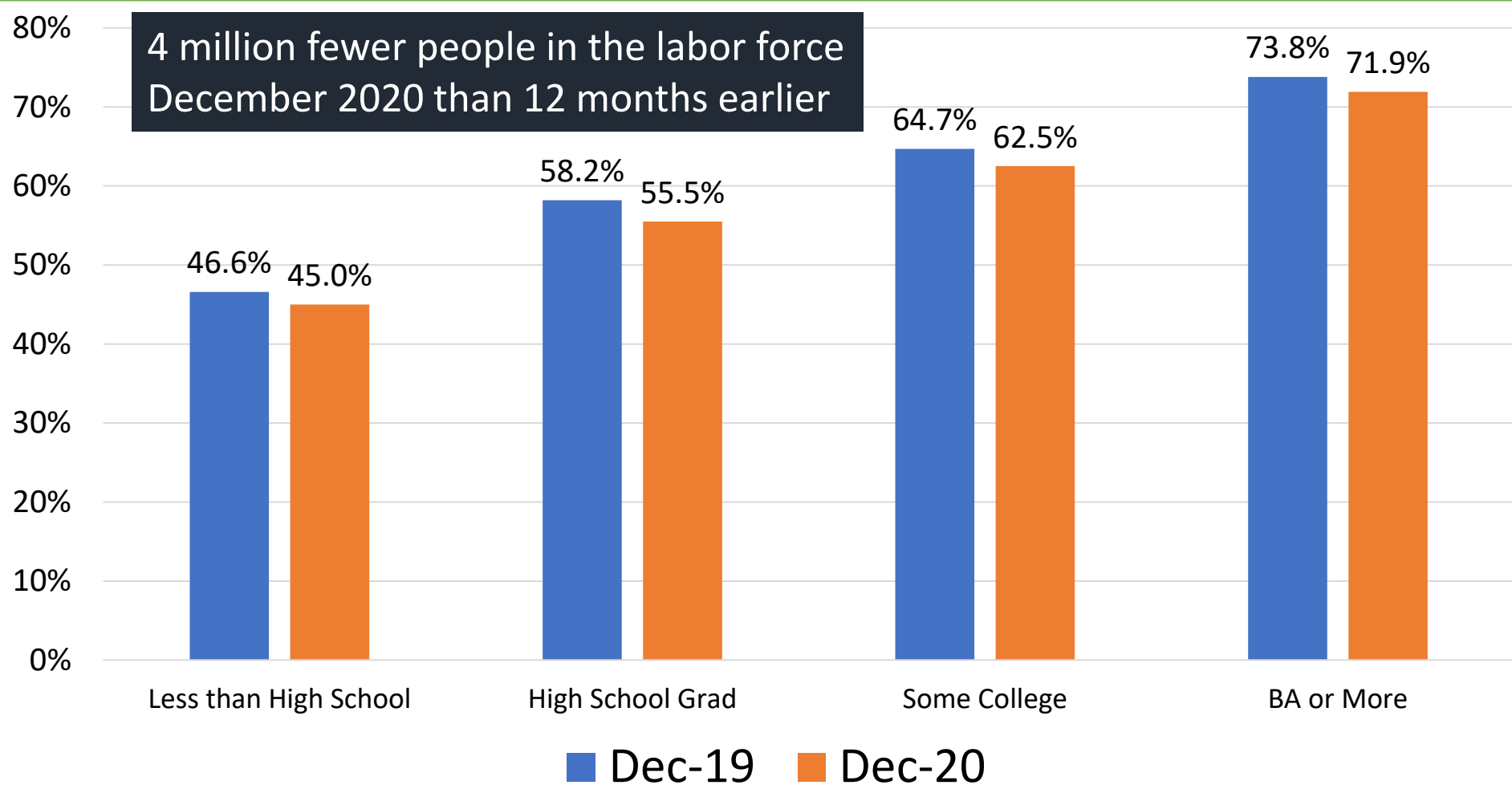
Labor Force Participation

Percent



Nov  
61.5%

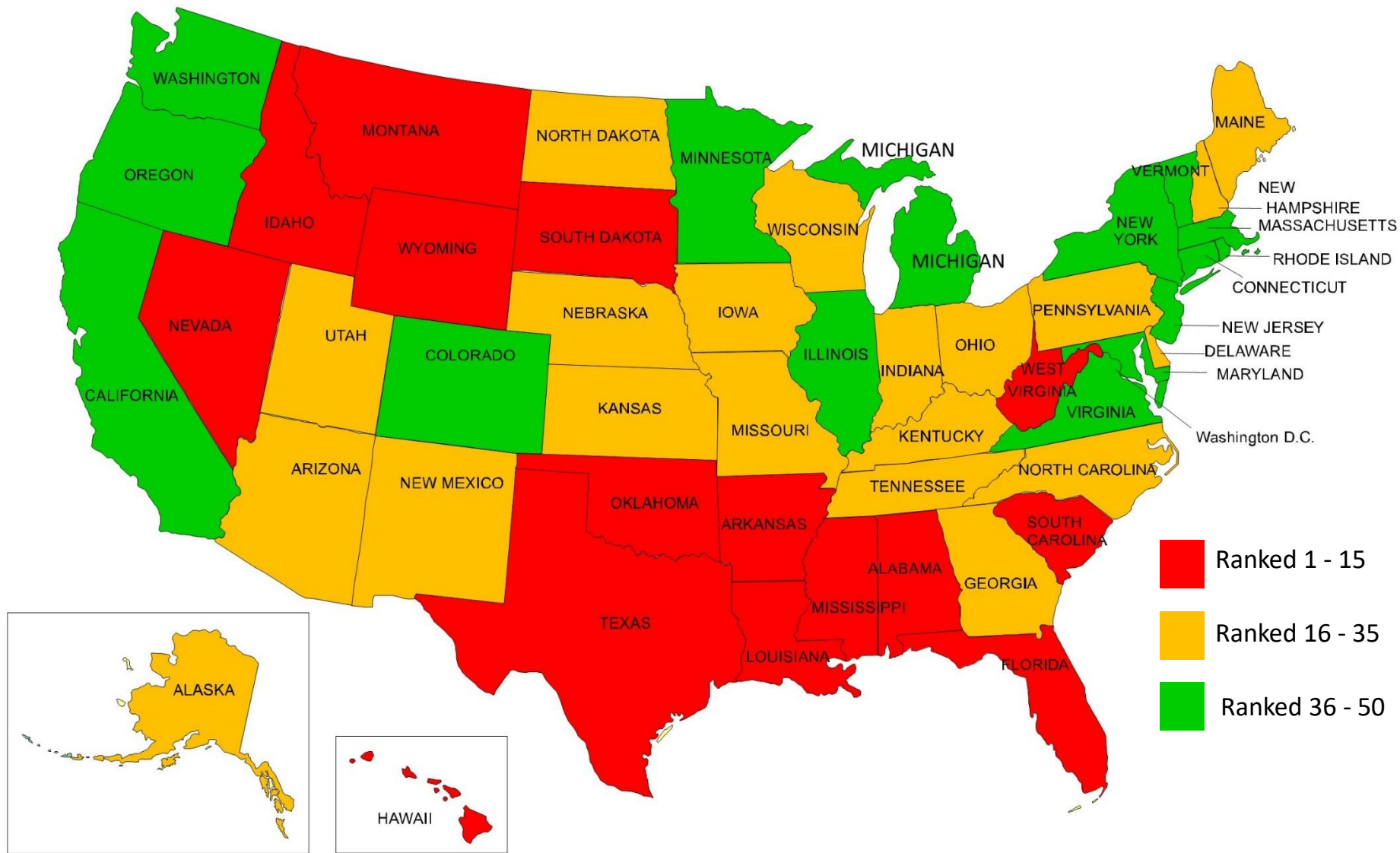
# Labor Force Participation Rate By Educational Attainment



# Robots Re-emphasis Means Retraining



# States Where Jobs are Most Vulnerable to Automation



# Real Estate Reuse



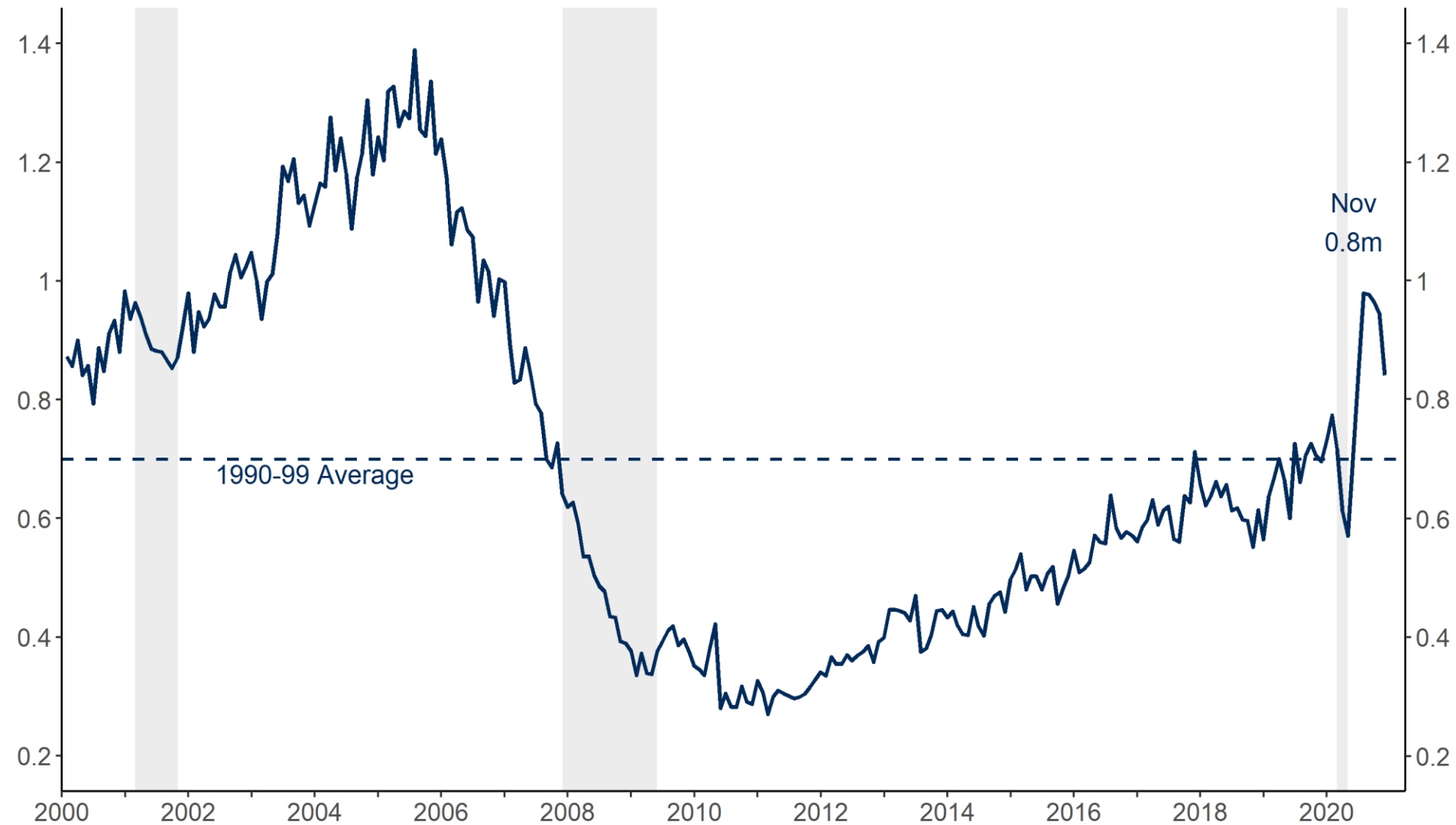
# Real Estate Reuse



# New Single Family Home Sales

New Single-Family Home Sales

Millions

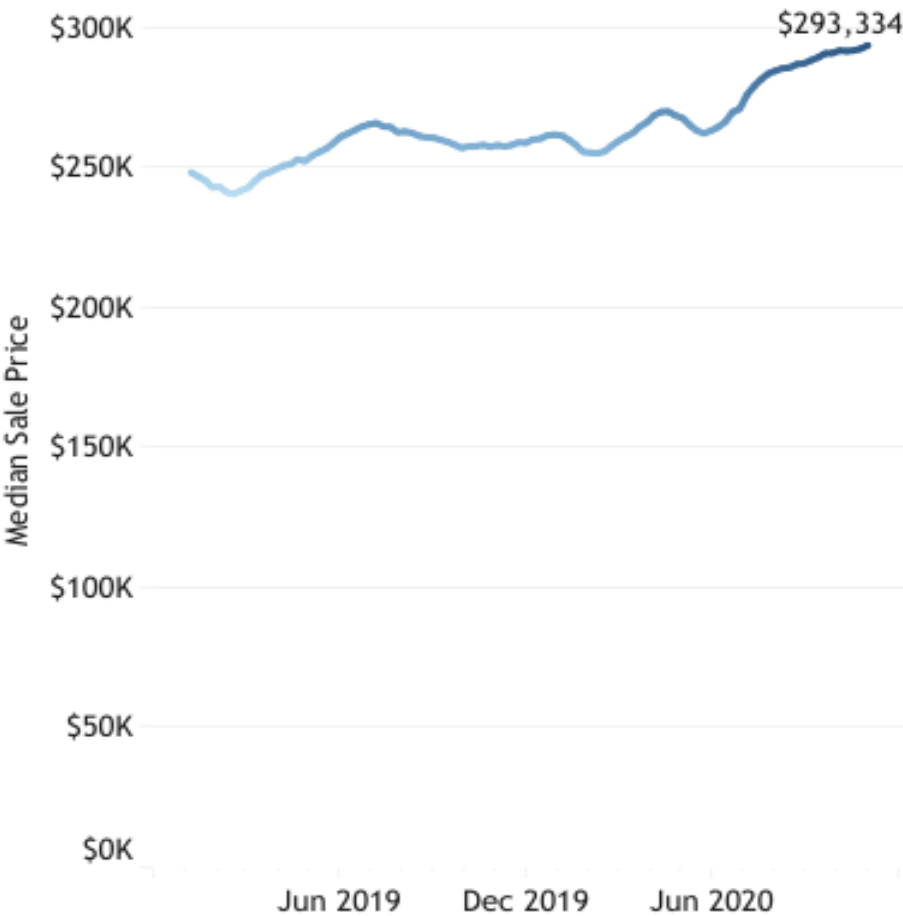


# Zillow Weekly Market Report | December 12, 2020

CHOOSE REGION  
United States

CHOOSE METRIC  
Median Sale Price

## Median Sale Price

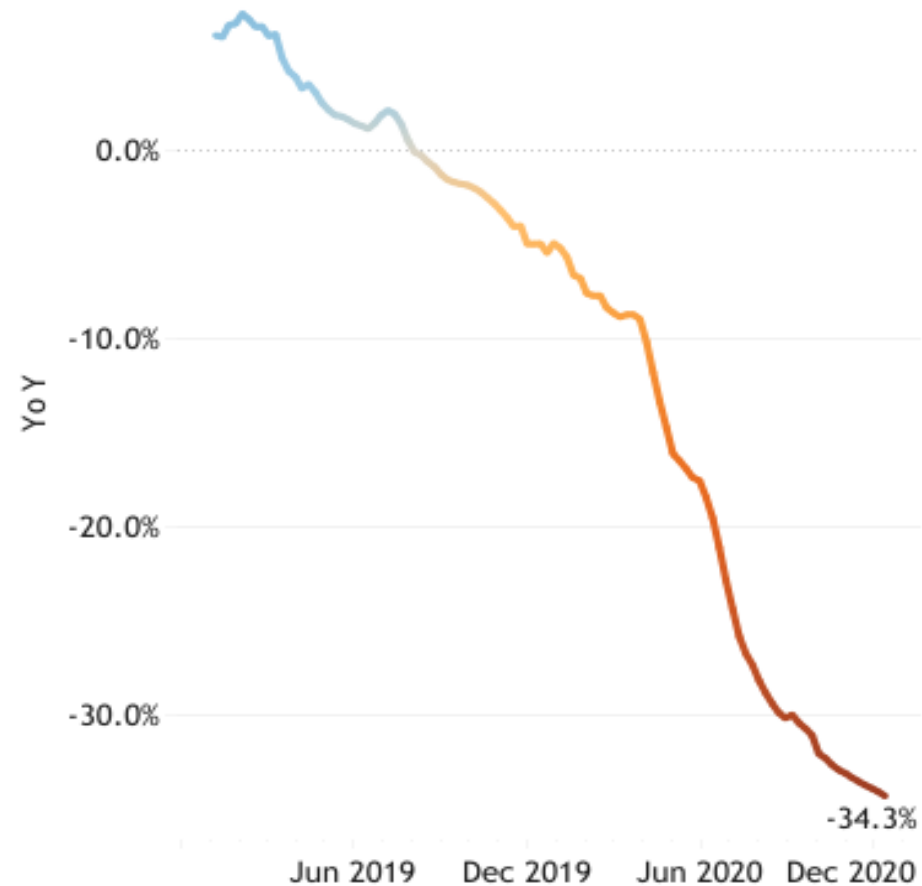
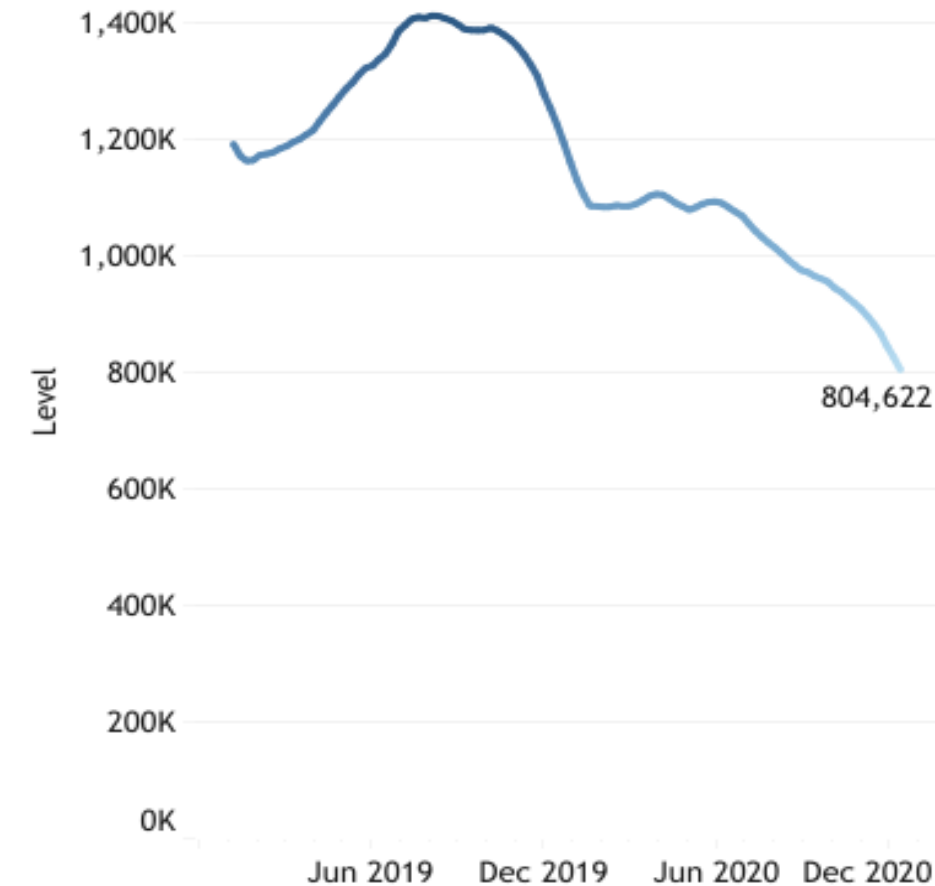


# Zillow Weekly Market Report | December 12, 2020

CHOOSE REGION  
United States

CHOOSE METRIC  
For-Sale Inventory

## For-Sale Inventory

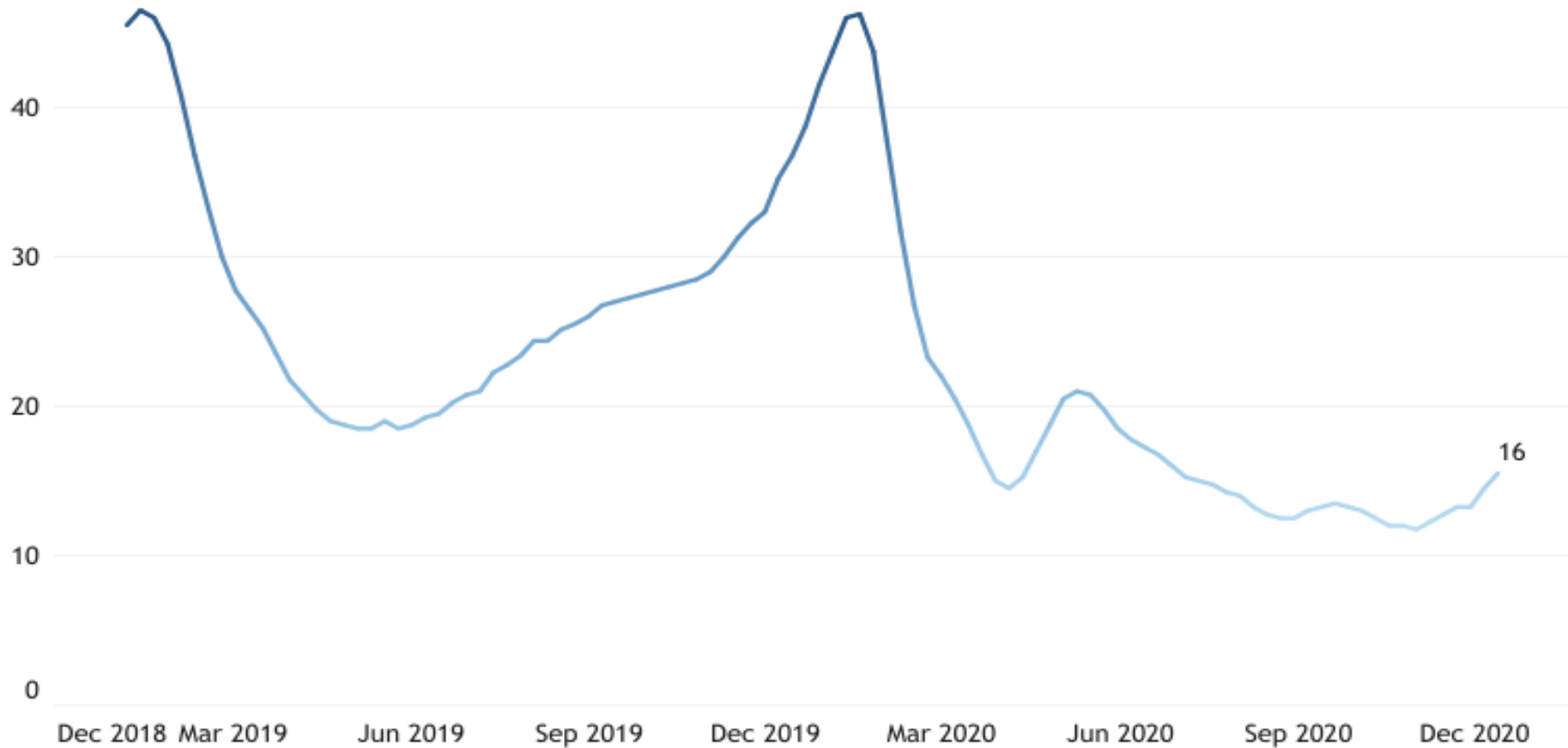


# Zillow Weekly Market Report | December 12, 2020

CHOOSE REGION  
United States

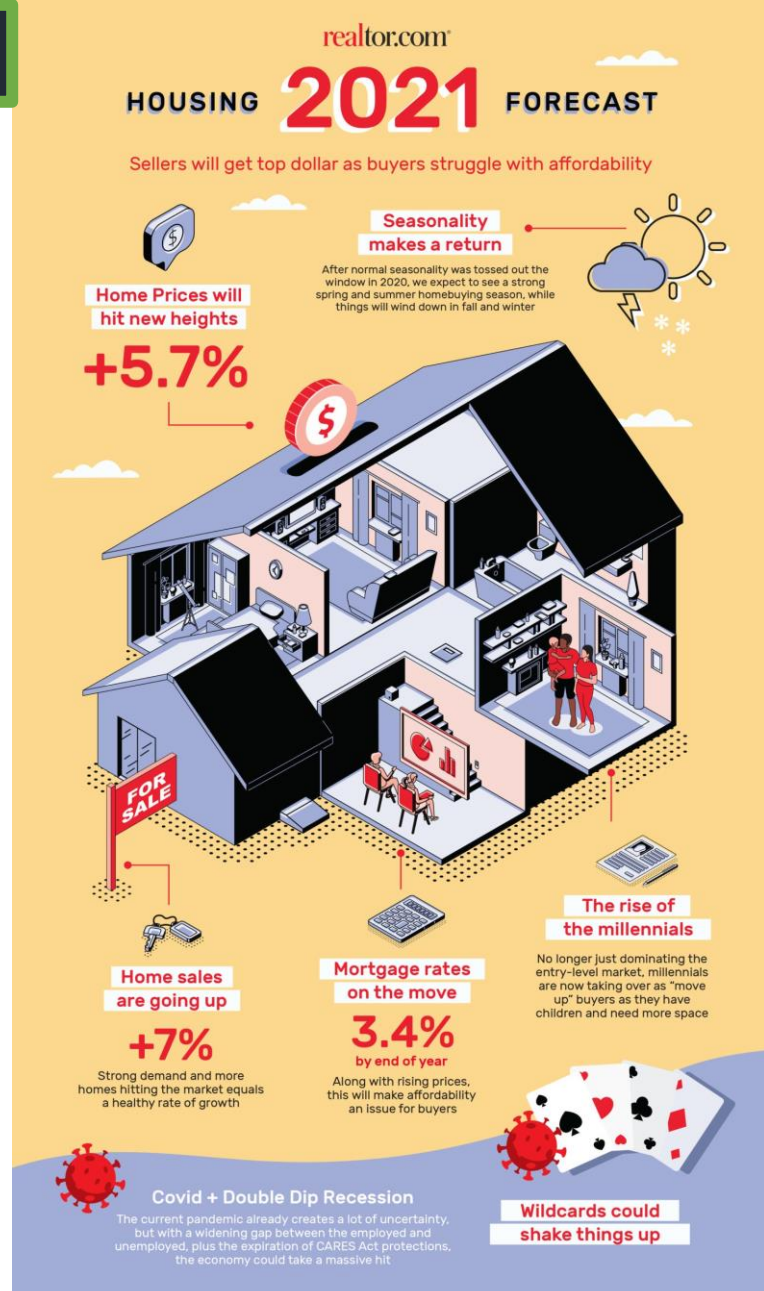
CHOOSE METRIC  
Days To Pending

## Days To Pending



# Realtor.com 2021 Housing Market Forecast

- Home sales in 2021 to come in 7.0% above 2020 levels
- Homebuyers looking for affordability are finding it in areas outside of urban cores.
- By the end of 2021, we may see new construction home inventories finally increase for the first-time since 2019
- Features that support remote work such as home offices, zoom rooms, high-speed internet connections, quiet yards that facilitate outdoor office work, and proximity to coffee shops, businesses that offer back-up internet and a break from being at home

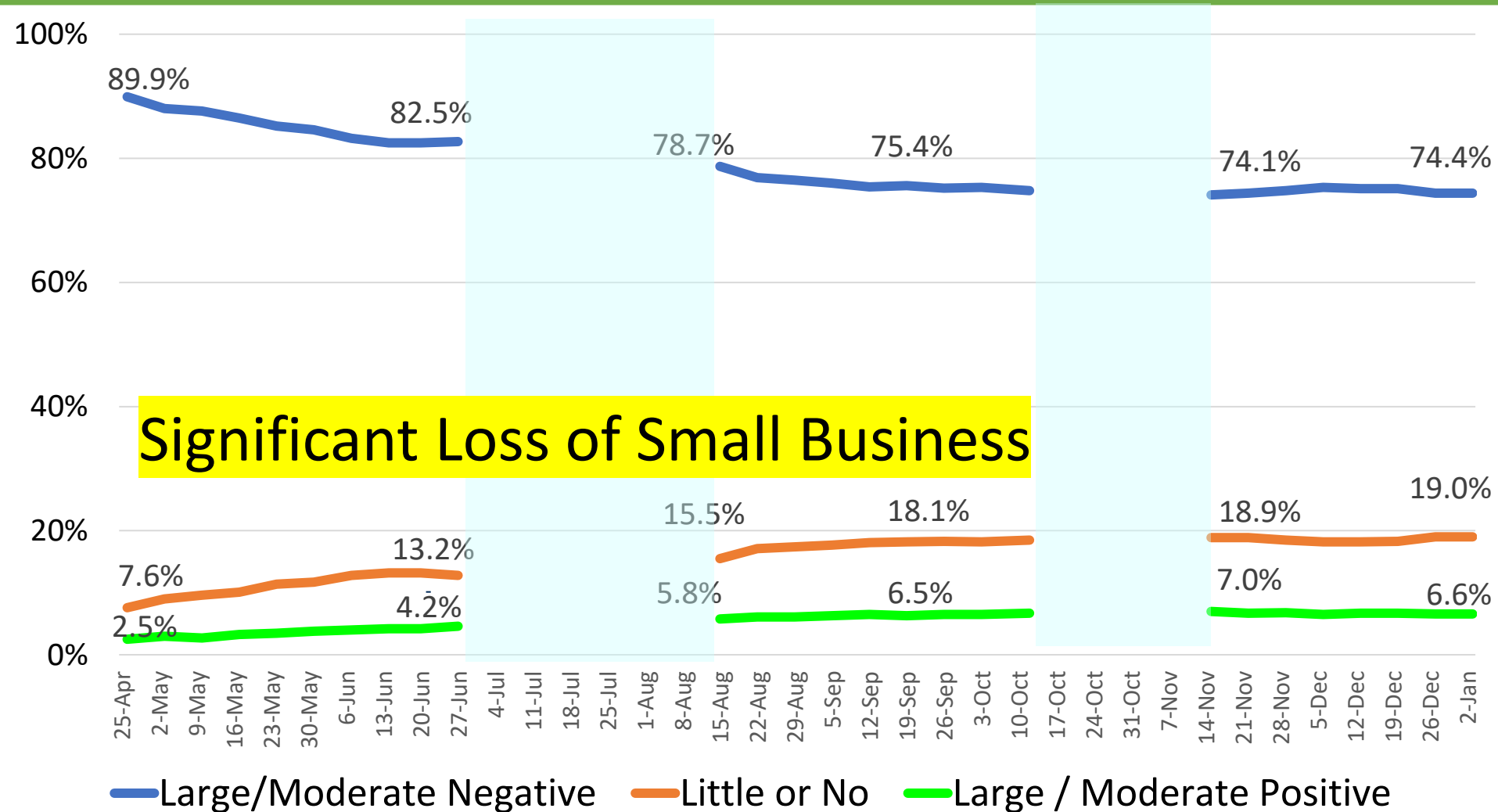


# Recovery-Small Business Churn



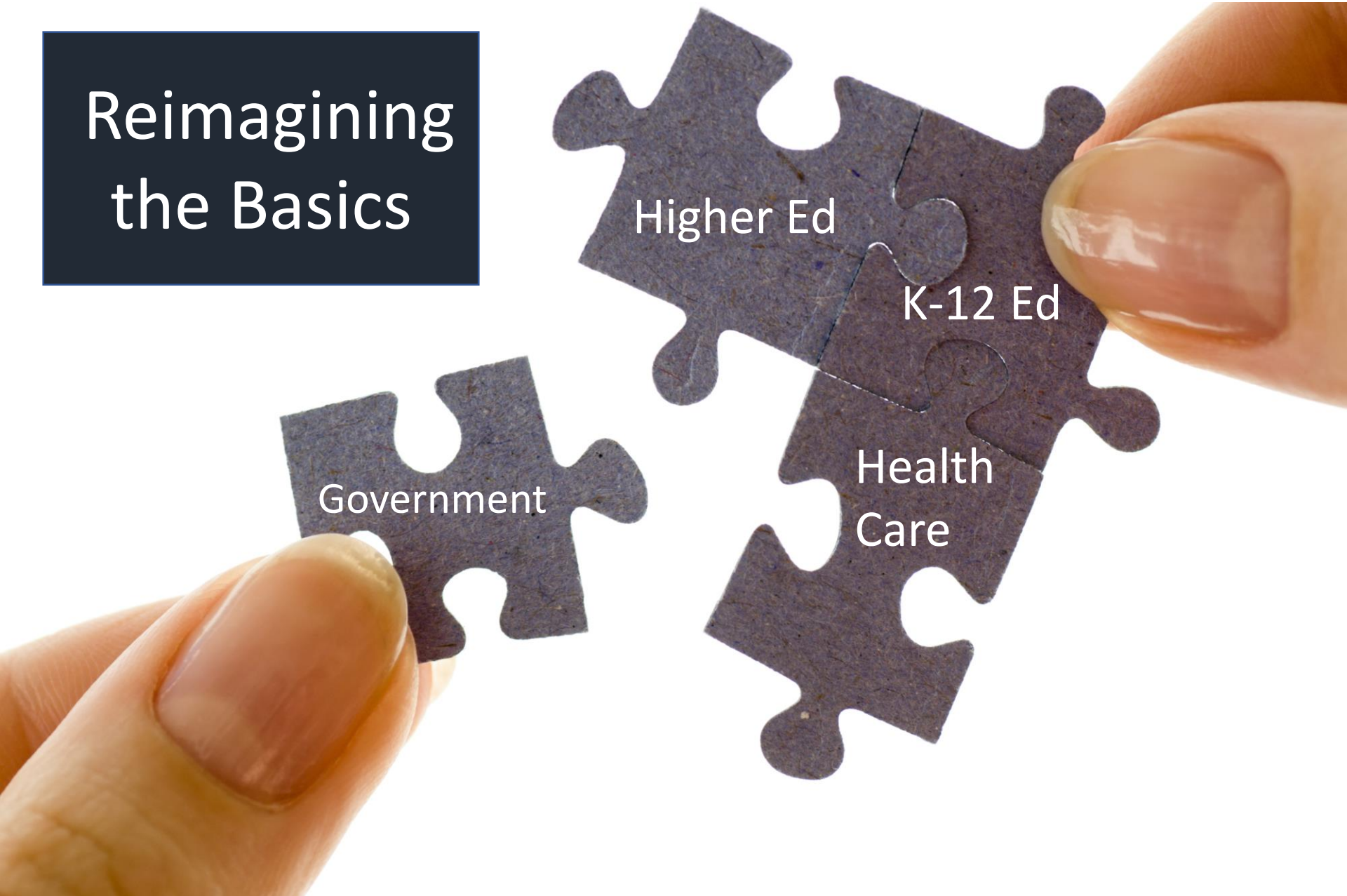
# Small Business Pulse Survey

“How has this business been impacted by COVID-19?”





# Reimagining the Basics



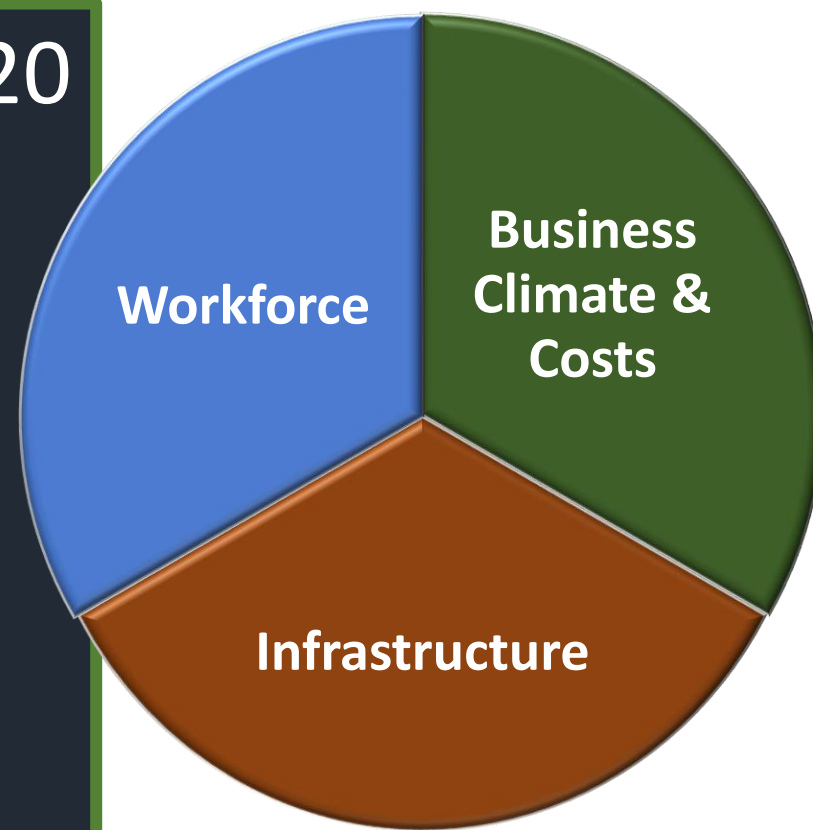
# WHAT TO EXPECT!



## Competitiveness & Opportunity

# Top Site Selection Issues 2020

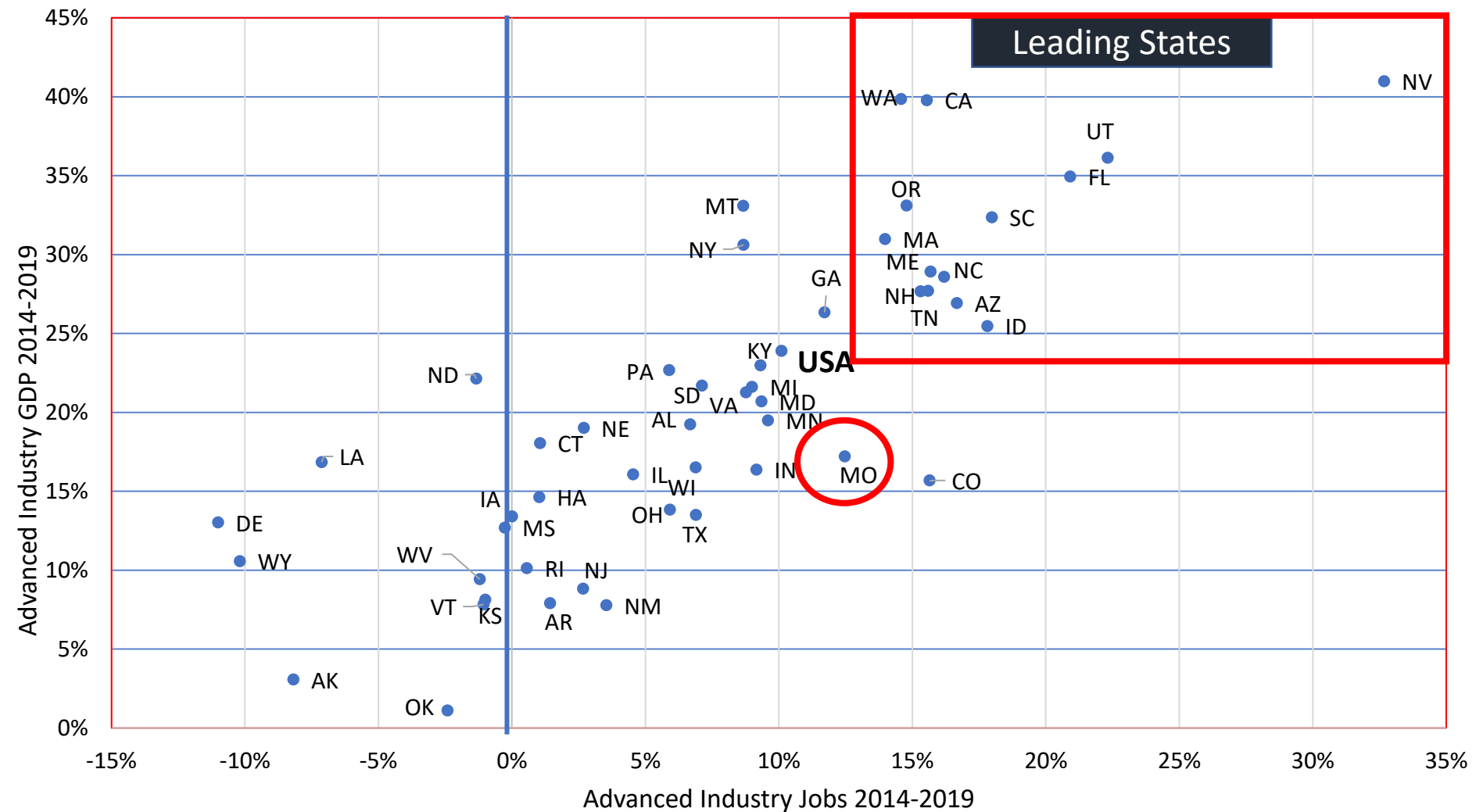
1. Highway Accessibility
2. Availability of Skilled Labor
3. Labor Costs
4. Quality of Life
5. Occupancy or Construction Costs
6. Corporate Tax Rate
7. Energy Availability and Costs
8. Tax Exemptions
9. Environmental Regulations
10. Proximity to Major Markets
11. Right-to-Work State
12. Available Buildings
13. Fast-Track Permitting
14. State and Local Incentives
15. Shipping Costs



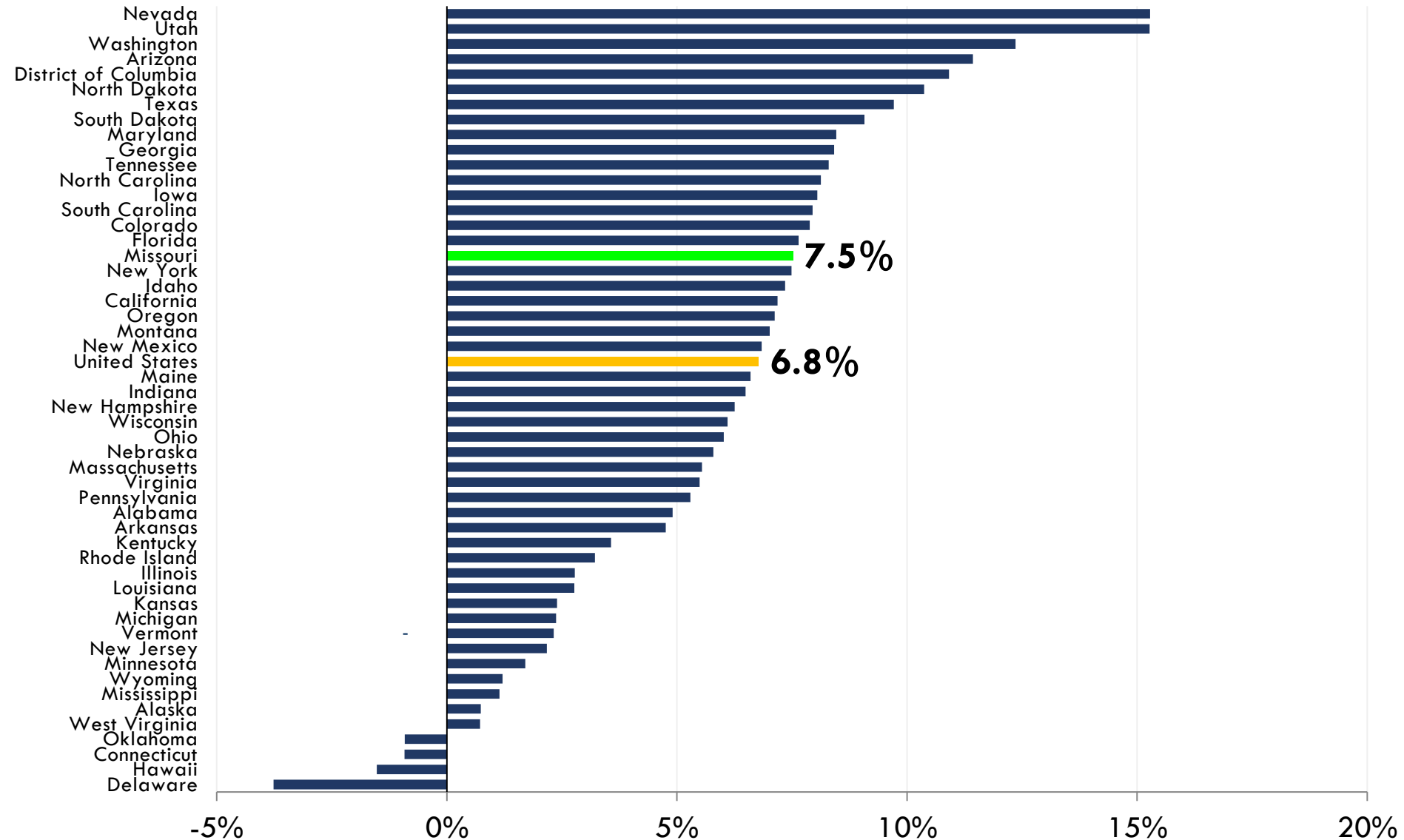
# Data Analytics Rule the World



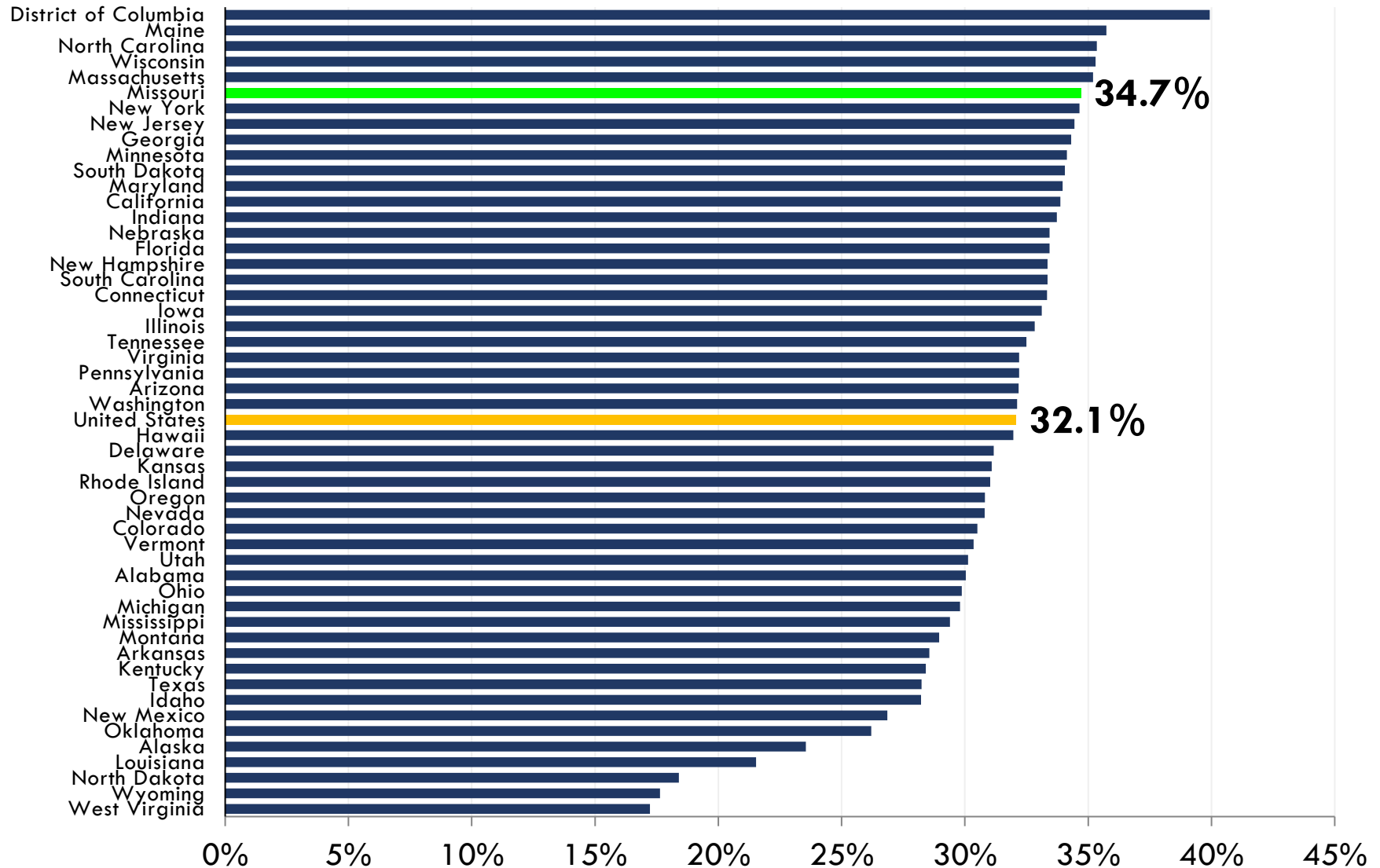
# Adv Industry GDP vs Adv Industry Jobs % change 2014-2019



# Expected Tech Sector Employment Growth, 2020-2025



# Percentage of Women in the Tech Sector Workforce



# Top Factors for Location Decisions

1. Availability of Skilled Workers
2. Competitive Labor Costs
3. Availability of Sites/Buildings
4. Business-friendly Government
5. Strong Quality of Life
6. **Efficient Transportation Systems**
7. Competitive Incentives



2020  
A View From Corporate America

## WINNING STRATEGIES

In Economic Development Marketing

A Study By Development Counsellors International







# TRANSPORTATION2030

*Making Missouri A Leading Logistics Hub*



MISSOURI CHAMBER  
FOUNDATION



Missouri  
REALTORS®

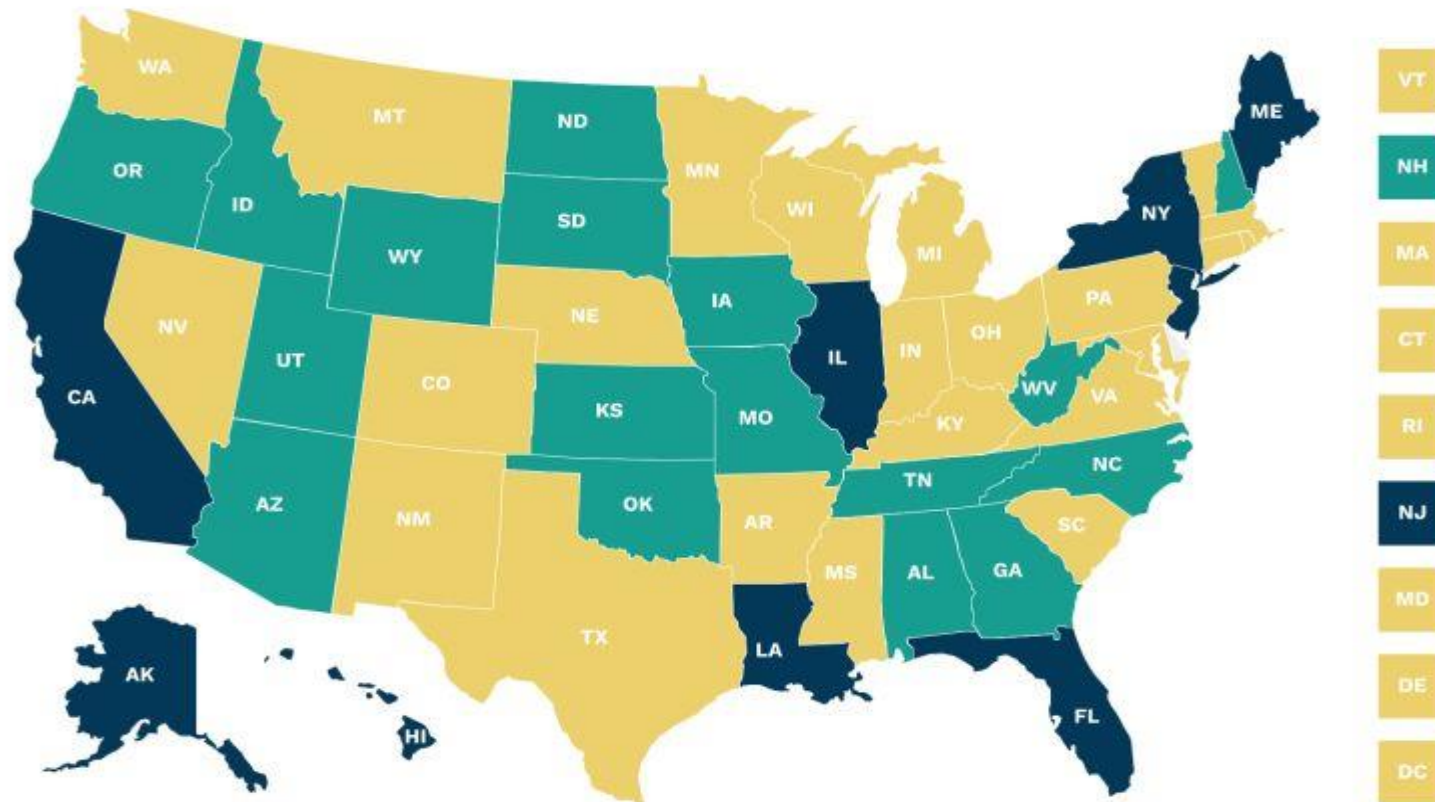
Dedicated to the American Dream

# Fiscal Year 21 Revenue Outlook



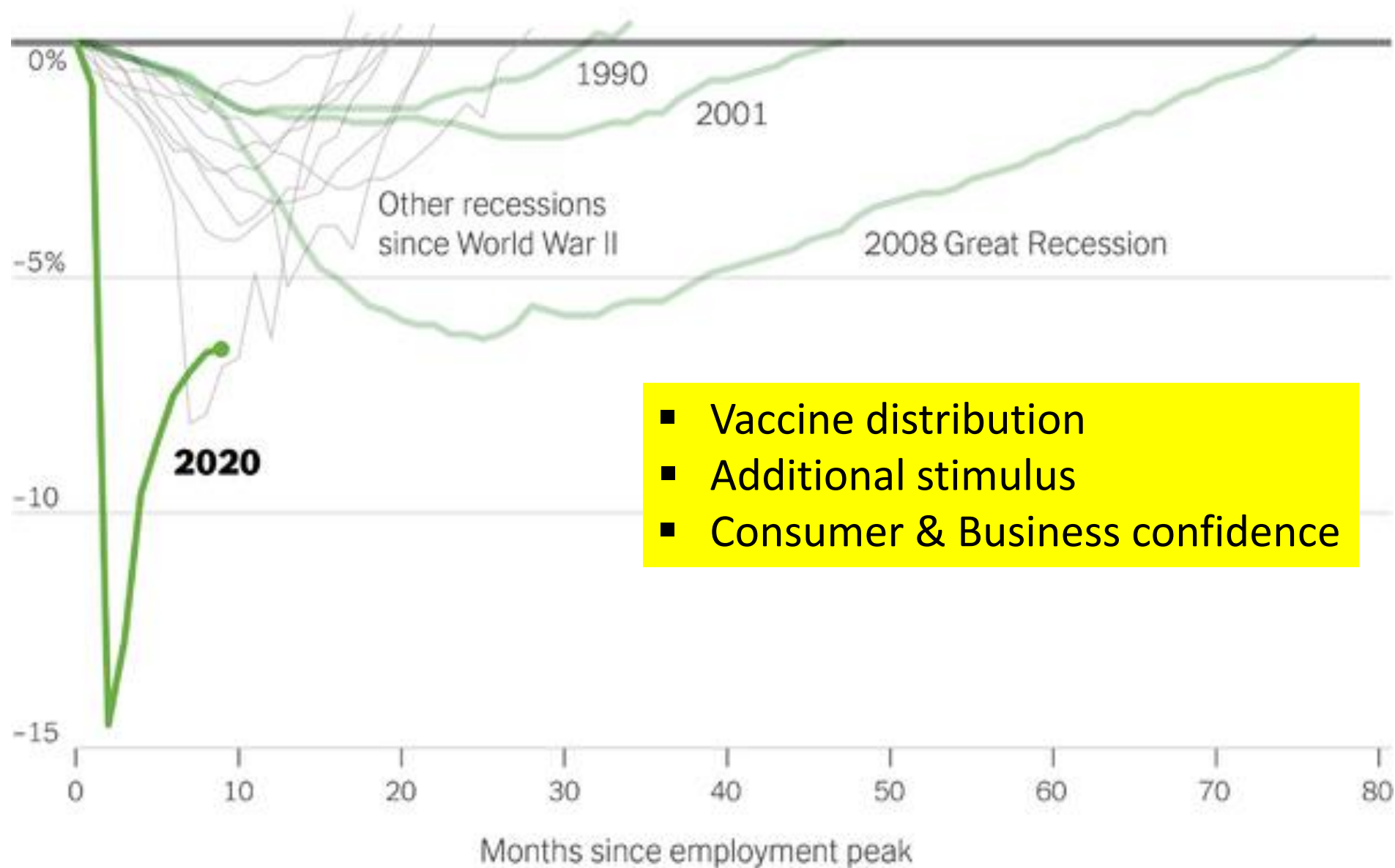
What is the general revenue outlook for states in Fiscal Year 2021?

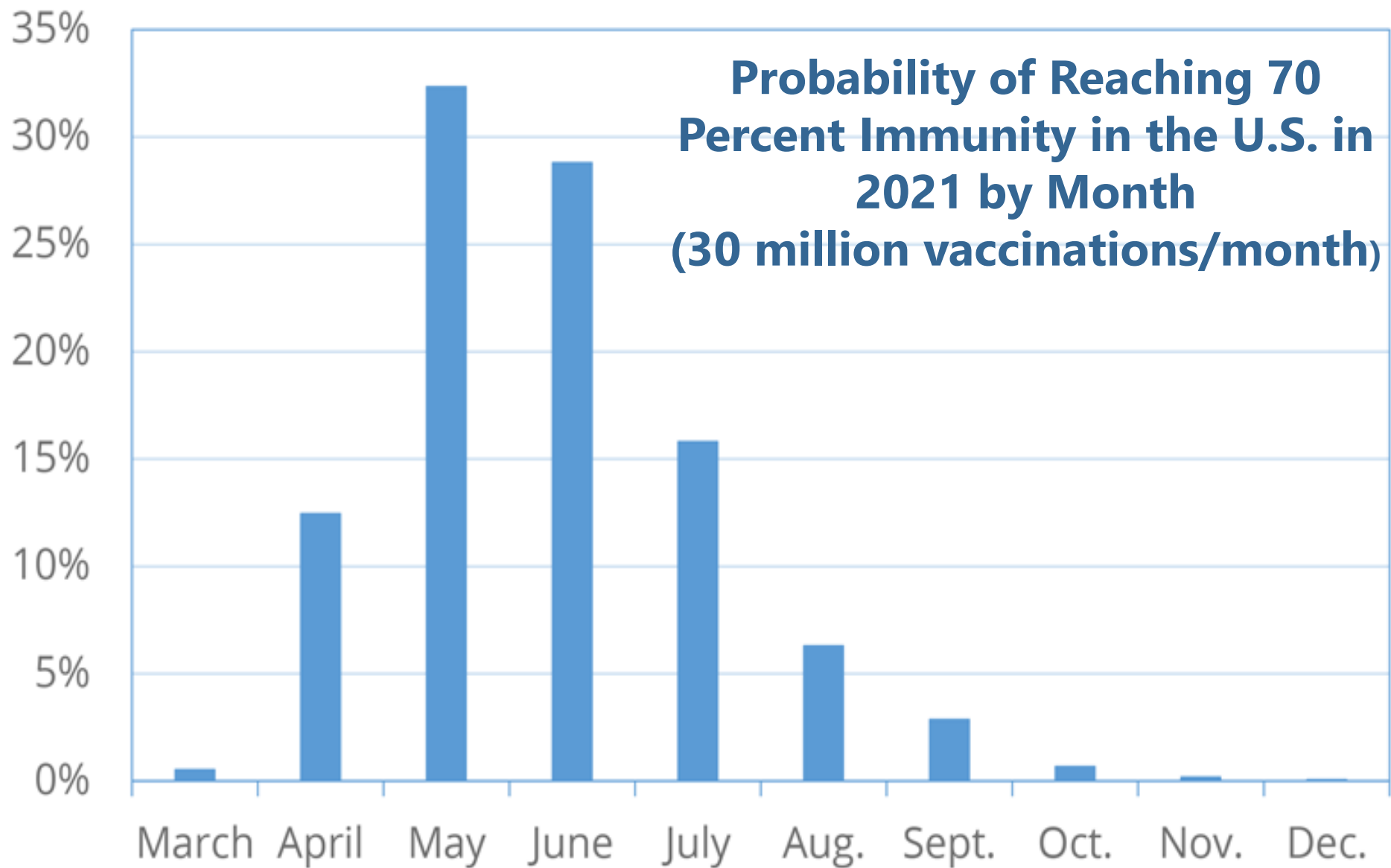
■ Likely Stable    ■ Moderate Challenges Likely    ■ Significant Challenges Likely



Source: MultiState Associates. Data as of January 8, 2021.

# Percentage change from peak employment in economic downturns

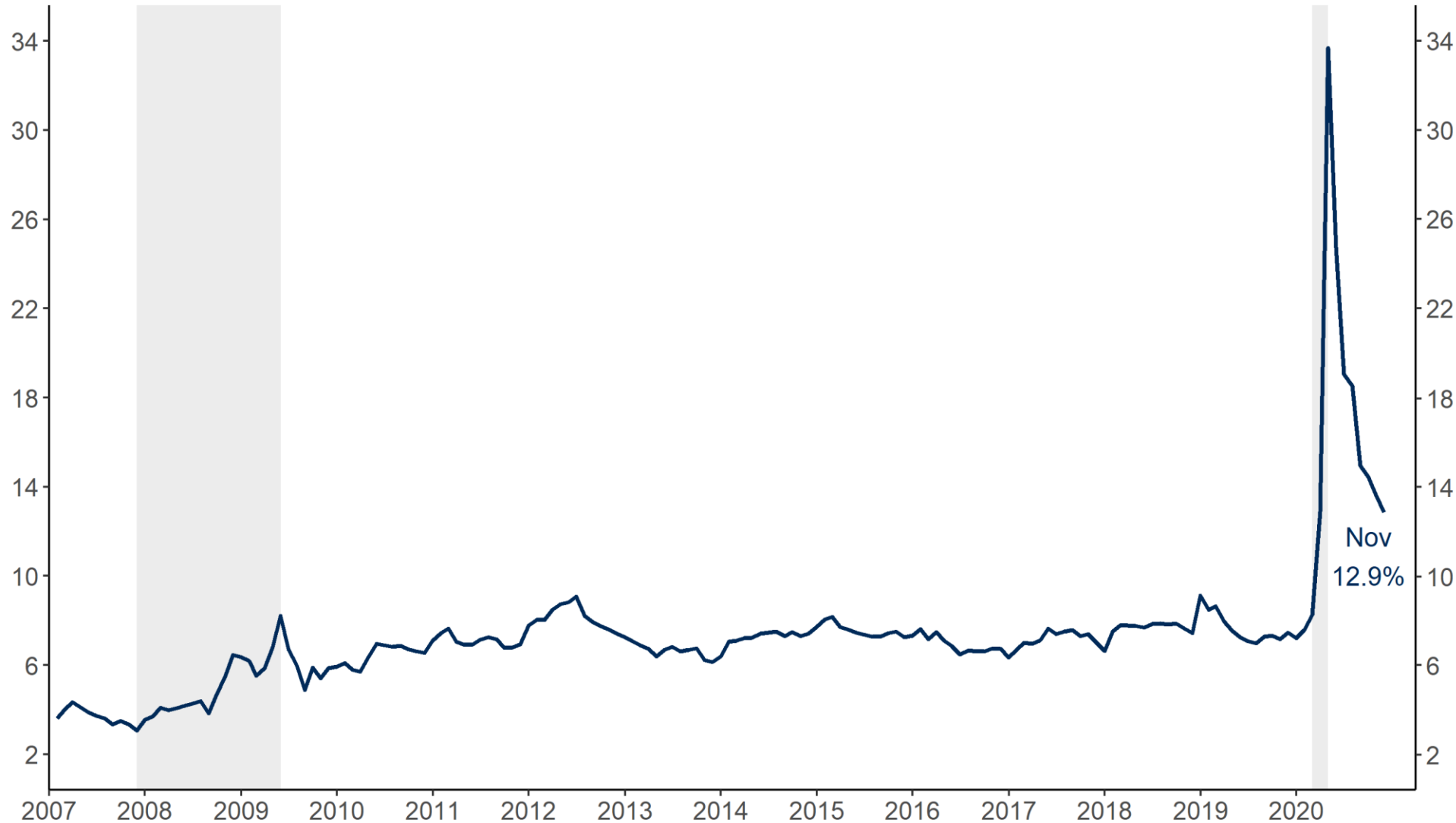




# Personal Savings Rate

## Personal Saving Rate

Percent of Disposable Personal Income



# FINAL THOUGHTS

# 6 Predictions for 2021 & Beyond

- 1) Affordability will drive increased relocations, but not to, too rural
- 2) Cluster strength becomes more important due to workforce depth (Your strengths are your opportunities)
- 3) Small business formation records will be set
- 4) Talent attraction incentive programs explode
- 5) Major changes emerge in health and higher education
- 6) Demonstrated ROI will be #1 for organizations

# Change is Accelerating, Competition is Increasing & Serendipity is Not a Strategy

