

September 18, 2024

Dear Ms. Harris:

Attached for your review is the Workforce Information Grant to States (WIGS) PY 2023 Performance Report. This outlines the work in Missouri completed during Program Year 2023 under the Workforce Information Grant to States.

Should you have questions, please feel free to contact me by telephone at 573-751-9670 or by email at [Veronica.Gielazauskas@dhewd.mo.gov](mailto:Veronica.Gielazauskas@dhewd.mo.gov).

Sincerely,



Veronica Gielazauskas  
Assistant Commissioner for Performance and Strategy  
Missouri Department of Higher Education and Workforce Development

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# **MERIC Economic and Workforce Information Performance Report**

## **Program Year 2023**

### **Purpose**

This report describes the core workforce information products and services that were provided to customers in support of the State of Missouri's economic and workforce development plans in Program Year (PY) 2023.

### **Plan Period**

July 1, 2023 through June 30, 2024

### **Plan Narrative**

- SECTION I: Performance Highlights
- SECTION II: Review of Deliverables
- SECTION III: Measurements, Outreach & Feedback
- SECTION IV: Survey Summary
- SECTION V: Product Links

## **SECTION I**

### **Performance Highlights**

The Missouri Economic Research and Information Center (MERIC) delivered a variety of targeted products and services to stakeholders in PY 2023. These outputs addressed a range of economic and workforce issues identified in the DOL-ETA Workforce Information Grant (WIG) Core Products and Services Plan. In that plan, MERIC completed deliverables across four core product groups.

#### **PY 2023 highlights include:**

##### **Significant Workforce Information Database (WID) Improvements:**

In PY 2023, significant work was completed to improve the quality and structure of the WID database in Missouri, as well as to maximize its use for research, dashboards and reports, and the efficient population of website applications.

In PY 2023, under a wide-reaching data and technology improvement project titled *Enhanced Data for Better Decisions* (EDBD), several enhancements were made to the Department of Higher Education and Workforce Development (DHEWD)'s enterprise data systems, including the Workforce Longitudinal Data System (WLDS), Workforce Information Database (WID), and Missouri Economic Research and Information Center (MERIC) website to make them more usable and efficient for DHEWD business and ITSD staff, and in the case of the MERIC website, more usable and dynamic for public/external users.

As the WID in Missouri grew and expanded over time, the database needed a proper documentation of the architectural framework of the business entity-relationship models and diagrams (ERD). An ERD facilitates the effective and efficient management, maintenance, and communication of databases by enhancing visual representation of the database and the data it contains. The WID database allows staff to respond to information requests and publish products related to workforce and economic data, labor market information, workforce program participation and outcomes, and postsecondary education.

Under the EDBD project, staff were able to leverage the support of additional state funding to work with a vendor to create ERDs for the WID, which were disseminated for use as both hard and soft copies. All existing data tables in WID were mapped, the database was cleaned of redundant and unnecessary tables, temporary tables were removed, and only CORE, WID, and essential lookup tables were kept.

Staff also added several new API connections for non-core data tables to automate data flow to WID tables for use in various data products, reports, and dashboards. Some examples of API data included U.S. Bureau of Economic Analysis's gross domestic and income data and the U.S. Census Bureau's American Community Survey (ACS) data and Longitudinal Employer-Household

Dynamics (LEHD) data. This data is used to support state and local labor market information for workforce development plans as well as regular annual reports and to respond to ad-hoc requests. This increase of efficiency will save time for analysts and streamline processes.

### **Collaboration with State Workforce System Partners for Better Local Plans**

Staff prepared custom labor market information reports for each workforce development region in Missouri to assist the local boards in the preparation of their regional plans.

### **MERIC Website Traffic Continues to Grow**

The MERIC website is one of our most powerful tools to serve our stakeholders. Traffic has steadily increased in the last several years, showing it to be a relied-upon resource for those seeking workforce, labor market, industry, and economic information.

### **Development of new Regional Profiles Tab in MERIC**

Regional data is one of the most requested and useful services provided to Missouri stakeholders. In PY 2023, the regional profile page of MERIC Website went through a significant improvement and redesign. Missouri has a diverse economy that varies by geography, natural resources, and population. These regional profiles analyze the various regional economies that contribute to the Missouri's economy.

The new regional profile page design was to add tabbed pages for various regions with sub tabs for various economic, labor market, and workforce information. This information included gross domestic product and income, population, local area unemployment statistics, industry concentration, workforce demography, occupation projections, top job openings in the region, and wage data.

All this data was presented in dynamic and interactive dashboards where users can select various variables like year, data type, economic and workforce measures, and geography. Users has the ability to visualize and download data in various formats such as Excel or PDF files. Team members will be able to dynamically update this data and expand information into other relevant indicators over time.

## **SECTION II**

### **Review of Deliverables**

#### **Core Product 1 – Workforce Information Database (WID)**

##### **1.1 Description**

Populate, update, and maintain a database to include important workforce-related data elements such as employment projections, wages, educational programs, employers, and occupational licenses. The Workforce Information Database (WID) is used by the state to provide regional economic and workforce information and to feed data to ETA's national career information website.

##### **1.2 Principal Customers**

The WID database provides data to job seekers, students, workforce professionals, employers, economic developers, educators, the media, and researchers. It is also used to support and streamline internal research and analysis.

##### **1.3 Support of State Economic and Workforce Development Plans**

The Workforce Information Database is the main data source for populating MERIC's web services. WID improves economic and workforce information delivery by allowing access by a wide array of customers. The Workforce Information Database supports a demand-driven information system by allowing customized data queries based on user needs.

##### **1.4 Deliverables**

- COMPLETED                      Update to Version 2.8 when available

##### **1.4.2 Maintain and update WID version license files**

- BIENNIAL                              Complete

##### **1.4.2 Update lookup and crosswalk tables**

- COMPLETED                      NAICS, SOC, CIP crosswalks
- COMPLETED                      SOC 2018 updates
- COMPLETED                      O\*NET

##### **1.4.3 Populate employment projections**

- COMPLETED                      2023-2025 Short-Term Projections for State and 2 Sub-state Regions
- COMPLETED                      2022-2032 Long-Term Projections for State and 9 Sub-state Regions

##### **1.4.4 Populate core and non-core tables as required or available**

- COMPLETED                      Most tables are populated using APIs and some are populated with information from the Analyst Resource Center

##### **1.4.5 Populate Bureau of Labor Statistics data**

- COMPLETED Current Employment Statistics (CES)
- COMPLETED Local Area Unemployment Statistics (LAUS)
- COMPLETED Quarterly Census of Employment and Wages (QCEW)
- COMPLETED Occupational Employment and Wage Statistics (OEWS)

#### 1.4.6 Deliverables Support Activities

- COMPLETED Clean up redundant tables and archive unnecessary non-core tables
- COMPLETED Maximize the use of APIs to populate additional non-core tables
- COMPLETED Server-side database maintenance and management
- COMPLETED Recovery and back-up maintenance
- COMPLETED Establish and manage production database

#### 1.4.7 Provide WID database technical and policy support to main customer groups

- COMPLETED Provide as needed

### 1.5 Notable PY 2023 Work and Accomplishments

In PY 2023, significant work was completed to improve the quality and structure of the WID database in Missouri, as well as to maximize its use for research, dashboards and reports development, and populating website applications.

Staff also added new API connections for non-core tables such as data from the U.S. Census Bureau American Community Survey, LEHD, and U.S. Bureau of Economic Analysis. This data is used to support state and local labor market information for workforce development plans as well as regular annual reports and to respond to ad-hoc requests. This increase of efficiency will save time for analysts and streamline processes.

Staff also discovered, investigated, and initiated clean up on unnecessary duplicate databases and tables that were remnants from previous work.

ERDs for WID were created and were made available to the team and interested users for better understanding and utilization of WID data for their data needs. These ERDs helped in understanding the WID structure, the number and type of tables available with data, data types within tables, and table connections along with primary and foreign keys.

## **Core Product 2 - Employment Projections**

### 2.1 Description

Produce employment projections, which include industry and occupational datasets, as this information is highly valued for career guidance, employment, education and training, economic development programs, and other uses. Projections must follow methodology, software, and guidelines specified by the Projections Managing Partnership and use the Local Employment and Wages Information System (LEWIS) for staffing patterns for sub-state projections.

## 2.2 Principal Customers

Employment projections are useful to job seekers, workforce developers, workforce development boards, education and training providers, and economic developers. Customers use this data to make informed career choices and to direct policies towards specific occupations and industries.

## 2.3 Support of State Economic and Workforce Development Plans

This product group supports improved economic and workforce information products by providing the foundation for an extensive series of forward-looking career and industry analyses. Projections data supports identifying targeted and in-demand occupations and industries.

## 2.4 Deliverables

### 2.4.1 Produce industry and occupation employment projections

- COMPLETED Short-term 2023-2025 Industry Projections (State and 2 Sub-state Regions)
- COMPLETED Short-term 2023-2025 Occupational Projections (State and 2 Sub-state Regions)
- COMPLETED Long-term 2022-2032 Industry Projections (State and 9 Sub-state Regions)
- COMPLETED Long-term 2022-2032 Occupational Projections (State and 9 Sub-state Regions)

### 2.4.2 Provide ad hoc technical and policy support to main customer groups

- COMPLETED Provide as needed

## 2.5 Notable PY 2023 Work and Accomplishments

Missouri completes both the state and sub-state long-term projections data in the same calendar year, despite the opportunity in the TEGL guidance to produce the sub-state projections in the year following the statewide projections. This method allows more comprehensive insights and analysis for both the state and regions during the same year.

Missouri participated in 2023 PMP Summit held in Chicago, IL from September 19-21. One team member attended in person while two team members attended virtual sessions. This conference provided opportunities to learn current best practices for carrying out industry and occupation projections, weigh in on product and process improvement efforts like sub-state and skills-based projections, get the latest updates from our federal partners at ETA and BLS, and learn about features and improvements to the Projections Suite tool, including its migration to the cloud.

## **Core Product 3 – LMI Training for Service Delivery**

### 3.1 Description

Provide labor market information training and employee development to ensure quality service delivery and encourage the use of labor market information in the service of job seekers and businesses.

### 3.2 Principal Customers

Principal customers targeted for this core product group include state workforce agency staff, local job centers, workforce development board staff, vocational rehabilitation providers, providers to veterans, citizens re-entering the workforce following incarceration, and those providing SNAP, TANF, and other social support.

### 3.3 Support of State Economic and Workforce Development Plans

This product supports a one-stop delivery system that provides high quality and professional services to the job seeker and businesses.

### 3.4 Deliverable Examples Include:

#### 3.4.1 Presentations on current economic trends.

- COMPLETED Presentation and training Joplin Chamber of Commerce, Show Me Career Industry session on November 16, 2023 (12 educational professionals, Joplin, MO)
- COMPLETED Staff presentation on labor market information, economic trends, and topics discussed in 2024 LMI Conference in Norfolk Virginia, OP&S Team, July 15 2024, (22 attendees, Jefferson City, MO)
- COMPLETED Leadership presentation to the Missouri State Workforce Development Board on an update of labor market information support in the state and the current economic climate, September 6, 2023. (30 attendees, Osage Beach, MO)

#### 3.4.2 Training on MERIC products and tools and using labor market information.

- COMPLETED Training on labor market/ Workforce information and MERIC resources at Lake of the Ozarks Regional Economic Development Workforce Committee Seminar on October 24, 2023 (~65 online attendees)
- COMPLETED Training on “MERIC Tools and Data Resources for job seekers, employers, and local decision makers” on November 1, 2023 (over 60 attendees from Office of Workforce Development and partners, Jefferson City, MO.) This session is also recorded and available for new staff in the learning management system. We are unable to track future views.
- COMPLETED Training for Missouri Association of Career Technical Education (MOACTE) on using MERIC data to guide conversations with students about career planning and preparation, attended by professionals predominantly in student support services (counselors, career service coordinators, special education teachers). July 24, 2024. (25 attendees, Springfield, MO)

### 3.5 Notable PY 2023 Work and Accomplishments

Staff continue to look for ways to engage with stakeholders and empower users to understand how to access and use labor market information. The unit continues to explore creating on-demand videos for using the most popular data sets on the MERIC website.



## Core Product 4 – Annual Economic Report and Other Reports

### 4.1 Description

ETA regards state economic and labor market analysis as essential to plan WIOA and other workforce programs. Therefore, ETA requires statewide economic analysis reports, and encourages annual publication. The report should cover trends and challenges at both the state and sub-state levels.

### 4.2 Principal Customers

Principal customers targeted for this core product group include the governor's office, state legislature, workforce development boards, workforce and economic developers, regional planning organizations, current and prospective businesses, education and training providers, and other state-level policy makers.

### 4.3 Support of State Economic and Workforce Development Plans

This product supports local understanding of state and sub-state trends and provides a quick resource of information that can be used to support the development of state and local plans.

### 4.4 Deliverables

#### 4.4.1 Produce Annual Economic Analysis Report

- COMPLETED Develop and post an economic report that includes the analysis of gross domestic product, employment, unemployment, occupations, critical industries, and skills needs of employers by state and regions. The 2024 Missouri Economic and Workforce Report provided a broad overview of Missouri's economy in the last year, tracking a selection of meaningful indicators.

#### 4.4.2 Regional Economic Overview reports

- COMPLETED Included in the full report are individual 4-page summaries for each workforce region, with region-specific details and challenges. This regional profiles include the latest projections data for 2022-2032.

#### 4.4.3 Real-Time Labor Analysis Products

- COMPLETED Real-Time Labor Market Summaries developed for state and regions using the Lightcast® tool, to provide job seekers, Job Center staff, training providers, and planners with real-time labor demand information. In PY2023, an interactive tableau dashboard was created to provide real-time job summaries to the users. The dashboard enabled the users to select their region of interest as well as select other regions if needed to compare. It provided information on Industries with the most job postings, Employers with the most job postings and the Occupations with the most job postings in Missouri and workforce development regions.

#### 4.4.4 Longitudinal Data System Research Products

- COMPLETED Updated the **MoSCORES** web tool with higher education graduates and wages. This tool allows the public to explore training programs and the work outcomes of completers. Information includes wages, industry, and demographics of training completers who

were linked to employment records. The tool also provides users with additional program information such as tuition, location, and a school contact.

#### 4.4.5 Career and Industry Information Products

- COMPLETED      Examples of research products released this year include:
  - **Target Industry Briefs** show employment data, location quotient analysis, and top occupations for eleven different industry groups that are consistent with State/Local WIOA plans and other statewide economic and workforce development initiatives.
  - **Target Occupation Briefs** provide real time data on job ads placed by employers for the same target industries, including top occupations, wages, and skills found in the advertisements.
  - **In-Demand Information Technology Skills** showed the skills most commonly requested in job ads for these cross-industry and high demand jobs.
  - **WIOA Workforce Demographics** provides key indicators for those served by the statewide workforce development system.
  - **Businesses by size brief** provides number of businesses, employees, and wages by the size of businesses in Missouri.
  - **Fortune 500 Companies** provides information about Fortune 500 companies headquartered in Missouri.
  - **Gross Domestic Product (GDP) Data Series** provides GDP Data for State, MSAs, and Counties.
  - **Women in Missouri's Workforce** provides information about percent of women in the workforce, employment and unemployment trends, average salaries, and prominent industries for women in the workforce in Missouri.
  - **Missouri Language Diversity Report and Dashboard** tracks language diversity in Missouri to help inform the public, businesses, agencies, organizations, and other stakeholders of the unique language diversity across the state.
  - **County Average Wages** show 2023 average wages for all industries (both private and public ownership).
  - **Industry Concentration Brief and Dashboard** shows the relative industry concentration by region to better understand the economic composition of Missouri's regions using QCEW data.
  - **STEM Occupations Report** highlighting STEM occupations as some of the most in-demand and highest paying jobs in the state.
  - **More than 30 internal reports** to support the state's Rapid Response business team when responding to layoffs or closures in the state with labor market information data to help support successful transition of those workers to different jobs or opportunities to upskill.

## **SECTION III**

### **MEASUREMENTS, OUTREACH, & FEEDBACK**

MERIC uses a web-based project tracking database and monthly reports to capture product and service outputs. From July 2023 through June 2024, MERIC staff documented 98 research and information products and interactive dashboards, over 500 customer inquiries and technical assistance outputs, and presentations and training to more than 200 people.

Apart from in-person or webinar presentations, the most cost-effective and broadest way to share information is through the MERIC website and weekly newsletter. These two platforms have been vital to outreach efforts and statistics, available from Google Analytics and GovDelivery, help identify the research customers value as well as usage trends. The number of views to the MERIC website and subscribers to the newsletter have increased substantially.

#### **MERIC Website**

In PY 2023, the MERIC website <https://meric.mo.gov/> totaled 626,000 pageviews with 2.2 million event counts for the website. The top categories of information for pageviews included economic indicators like cost of living, the monthly LAUS jobs report, the data landing page, county average wages, regional profiles, occupational data and research, and real-time labor market information.

There were 422,251 total visitors to the MERIC website in PY 2023. Furthermore, there were over 42,000 returning visitors, meaning they visited the site on more than one occasion in PY 2023.

#### **MERIC Newsletters**

MERIC uses an e-mail platform to provide our stakeholders with information electronically so that it is easy to keep up to date on the latest research.

MERIC develops two articles each week and uses the GovDelivery e-mail system to provide stakeholders with timely research updates. Since MERIC has joined the new Department of Higher Education and Workforce Development last year, the number of newsletters delivered has increased significantly. The newsletter reached an average of 15,120 subscribers on a weekly basis by June 2024. The number of subscribers increased by fourteen percent compared to June 2023. The newsletter had 1,400 subscribers when it began in 2015.

In addition to the weekly articles, customers can sign up to receive e-mails when new research or data is released in specific topics of economic indicators, industry, workforce, or regional research.

### Regional Liaisons

MERIC researchers support assigned regions throughout the state through answering data requests and providing individual guidance to those who need assistance. The types of questions range from how to find local data to understanding the best resources to use to helping obtain historical data. Much of the contact comes through the MERICData email address which is an evergreen email address and the requests are triaged to the appropriate contacts.

### Feedback

MERIC researchers constantly interact with senior Office of Workforce Development staff, workforce boards, education professions, and local customers through the liaisons and e-mail to ensure research needs are met.

Whether developing rapid response products or assisting with grant applications, MERIC staff maintains a quick-response posture to create workforce information products in a timely, targeted manner. This ability is facilitated by the flexibility allowed in the Workforce Information Grant to States to develop products and services our customers need as situations demand. MERIC greatly values this aspect of ETA's grant as it benefits the state and customers served.

### Accessibility

MERIC has a goal of reaching the maximum accessibility levels by removing all the accessibility issues so that site is reachable for everyone. The MERIC website currently meets or exceeds industry benchmark for government agencies. MERIC's level A accessibility rating is 94.6/100, Level AA rating is 83.5/100, and level S (Accessibility best practices) rating is 89.3/100.

## **SECTION V**

### **PRODUCT LINKS**

#### **EMPLOYMENT PROJECTIONS**

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Short- and Long-Term Industry Projections:

<https://meric.mo.gov/data/industry/industry-employment-projections>

Short- and Long-Term Occupational Projections:

<https://meric.mo.gov/data/occupation/occupational-projections>

Long-Term Occupational Projection Excel Downloads and One-Page Top Openings:

<https://meric.mo.gov/workforce-research/occupational-projections>

#### **ECONOMIC AND WORKFORCE STUDIES**

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Annual Economic Report

<https://meric.mo.gov/media/pdf/missouri-economic-and-workforce-overview>

State and Regional Labor Market Summaries Dashboard

<https://meric.mo.gov/workforce-research/job-summaries>

Women in the Workforce Report

<https://meric.mo.gov/media/pdf/women-workplace>

##### **Industry and Business Research**

2022-2032 Industry Projections:

<https://meric.mo.gov/data/industry/industry-projections>

Industry Concentrations Brief:

<https://meric.mo.gov/media/pdf/industry-concentration-brief>

Industry Concentration Dashboard:

<https://meric.mo.gov/industry-research/industry-concentration-dashboard>

Business Locator:

<https://meric.mo.gov/industry/business-locator>

##### **Target Industry Briefs:**

Agribusiness

<https://meric.mo.gov/media/pdf/agribusiness-target-industry>

BioScience

<https://meric.mo.gov/media/pdf/biosciences-target-industry>

Construction

<https://meric.mo.gov/media/pdf/target-industry-construction>

Education

<https://meric.mo.gov/media/pdf/target-industry-education>

Energy Solutions

<https://meric.mo.gov/media/pdf/energy-solutions-target-industry>

Financial and Professional Services

<https://meric.mo.gov/media/pdf/financial-and-professional-services-target-industry>

Health Science and Services

<https://meric.mo.gov/media/pdf/health-care-science-and-services-target-industry>

Hospitality

<https://meric.mo.gov/media/pdf/target-industry-hospitality>

Information Technology

<https://meric.mo.gov/media/pdf/information-technology-target-industry>

Manufacturing

<https://meric.mo.gov/media/pdf/target-industry-manufacturing>

Transportation and Logistics

<https://meric.mo.gov/media/pdf/target-industry-transportation-and-logistics>

### **Occupational or Career Research**

State and Regional Real-Time Labor Market Summary Dashboard:

<https://meric.mo.gov/workforce-research/job-summaries>

In-Demand Information Technology Skills:

<https://meric.mo.gov/media/pdf/demand-information-technology-skills>

ACT WorkKeys® Dashboard and Data

<https://meric.mo.gov/workforce-research/workkeys>

<https://meric.mo.gov/media/pdf/act-workkeys-summary>

LMI Fundamentals Quick Reference Guide

<https://meric.mo.gov/media/pdf/lmi-quick-reference>

Job Postings Monthly Comparison Report and Dashboard

<https://meric.mo.gov/data/online-job-postings-research>

<https://meric.mo.gov/data/online-job-postings>

Occupational Employment and Wage Statistics (OEWS) 2023 Data Dashboard:

<https://meric.mo.gov/workforce-research/occupational-and-employment-wages-oews-dashboard>

Online Job Postings Dashboard:

<https://meric.mo.gov/data/online-job-postings>

**Target Industry Real-Time Labor Briefs:**

Agribusiness

<https://meric.mo.gov/media/pdf/real-time-agribusiness>

BioScience

<https://meric.mo.gov/media/pdf/biosciences-real-time-brief>

Construction

<https://meric.mo.gov/media/pdf/real-time-brief-construction>

Education

<https://meric.mo.gov/media/pdf/real-time-brief-education>

Energy Solutions

<https://meric.mo.gov/media/pdf/real-time-brief-energy-solutions>

Financial and Professional Services

<https://meric.mo.gov/media/pdf/real-time-brief-financial-industries>

Health Science and Services

<https://meric.mo.gov/media/pdf/real-time-brief-health-sciences>

Hospitality

<https://meric.mo.gov/media/pdf/real-time-hospitality>

Information Technology

<https://meric.mo.gov/media/pdf/real-time-brief-information-technology>

Manufacturing

<https://meric.mo.gov/media/pdf/real-time-brief-manufacturing>

Transportation & Logistics

<https://meric.mo.gov/media/pdf/real-time-brief-logistics>

Leveraged MoSCORES:

<https://meric.mo.gov/data/moscores>

## **ECONOMIC INDICATORS AND REPORTING**

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Missouri Economic Report:

<https://meric.mo.gov/economic-research/mo-regional-economic-reports>

Population Information:

<https://meric.mo.gov/data/population>

Cost of Living:

<https://meric.mo.gov/data/cost-living-data-series>

Missouri Exports:

<https://meric.mo.gov/data/exports>

Missouri Gross Domestic Product:

<https://meric.mo.gov/data/gross-domestic-product-data-series>

Metro Gross Domestic Product:

<https://meric.mo.gov/data/gross-domestic-product-data-series/metro-gross-domestic-product>

Regional Gross Domestic Product:

<https://meric.mo.gov/data/gdp-regional>

County Gross Domestic Product:

<https://meric.mo.gov/data/gross-domestic-product-data-series/county-GDP>

Income Measures:

<https://meric.mo.gov/data/income-measures>

County Average Wage:

<https://meric.mo.gov/data/county-average-wages>

Purchasing Managers' Index:

<https://meric.mo.gov/data/pmi>

Employment and Unemployment Measures and Maps:

<https://meric.mo.gov/data/unemployment>

Weekly Trendsights News Articles:

<https://meric.mo.gov/newsletter/archive>

Missouri Language Diversity

<https://meric.mo.gov/data/many-languages-missouri>

<https://meric.mo.gov/media/pdf/many-languages-missouri-0>

Missouri also publishes some fun pieces around various holidays to use labor market information data in the spirit of the season:

Back to School Fun Facts

<https://meric.mo.gov/media/pdf/back-school-fun-facts>

Halloween Fun Facts

<https://meric.mo.gov/media/pdf/merics-halloween-fun-facts-0>

Father's Day Fun Facts

<https://meric.mo.gov/media/pdf/fathers-day-fun-facts-2024>



## REGIONAL PROFILES

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Missouri:

<https://meric.mo.gov/regional-profiles>

Central Region:

<https://meric.mo.gov/regional-profiles/central>

Kansas City Region:

<https://meric.mo.gov/regional-profiles/kansas-city>

North Region:

<https://meric.mo.gov/regional-profiles/north>

Ozark Region:

<https://meric.mo.gov/regional-profiles/ozark>

South Central Region:

<https://meric.mo.gov/regional-profiles/south-central>

Southeast Region:

<https://meric.mo.gov/regional-profiles/southeast>

Southwest Region:

<https://meric.mo.gov/regional-profiles/southwest>

St. Louis Region:

<https://meric.mo.gov/regional-profiles/st-louis>

West Central Region:

<https://meric.mo.gov/regional-profiles/west-central>

Other Regions:

<https://meric.mo.gov/regional-profiles/other>



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