



BOONE COUNTY
UPWARD MOBILITY

Jobs and Workforce Development Workgroup Agenda
November 19, 2025, 1:30PM – 3:00PM
Boone Electric Community Building (1413 Rangeline, Columbia MO) and via Zoom

Meeting Objective: Review list of employers which might be considered upwardly mobile.

Results Statement: Boone County is a flourishing community where everyone can live, learn, and grow.

1. Welcome
2. Annual Feedback Survey Results
 - a. Workgroup Wednesdays
 - b. Discussion of 2026 goals
3. Workgroup Plan Discussion
 - a. Review of employer list
 - b. Next Steps
4. Closing
 - a. Partner Updates
 - b. Comments and Questions

Next Workgroup Meeting: December 17, 2025, 1:30PM – 3:00PM at Boone Electric Community Building – Volt Room (1413 Rangeline, Columbia MO) or via [Zoom](#)

Upward Mobility is the idea that everyone deserves the chance to improve their lives and economic well-being, to be valued and feel like they belong, and to have power and autonomy. Thriving communities are those that support opportunities to boost upward mobility and aim to narrow inequities for children, youth, and adults.

Upwardly mobile business practices encompass holistic strategies, policies, and actions to create the conditions and pathways for advancement, skill acquisition, and livable wage employment opportunities for all-- especially for those who have been historically marginalized. Upwardly mobile business practices provide employees with a sense of power, autonomy, dignity, and belonging.

Ground Rules (*Adapted from University of Michigan Guidelines for Discussing Difficult or High Stakes Topics*)

Listen respectfully. | Listen actively and with an ear to ‘understanding others’ views. | Commit to learning, not debating. | Comment to share information, not to persuade. | Discuss ideas. | Avoid blame, speculation, and inflammatory language. | Avoid assumptions about any member of a social group. Do not ask individuals to speak for their (perceived) social group. | Allow everyone the chance to speak if they choose to do so.

**Upward Mobility is an initiative of the Boone County Community Services Department
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