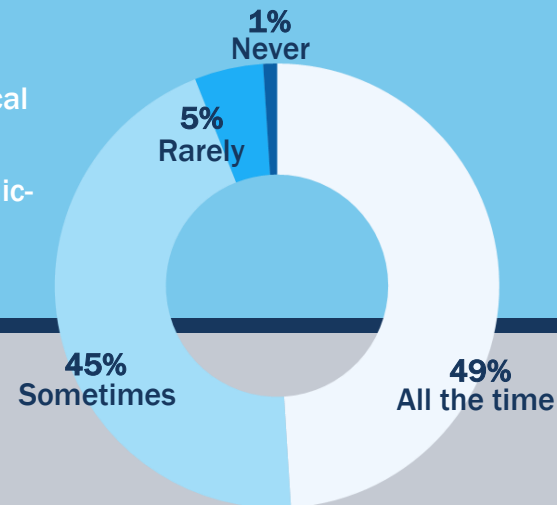


Technical Career Paths for Missouri State Employees

What?

Technical Career paths are promotional pathways that require technical expertise and do not require supervising other employees.

Employee receives increased salary and prestige in return for academic-style achievements, professional licensure, continuing education, and personal investment in special expertise.



Missouri engineers believe coworkers often become supervisors for salary rather than desire to supervise.

Why?

- Some excellent technical experts make average supervisors that are not employee motivators once promoted.
- Limited promotional opportunities offer little incentive to grow.
- Missouri suffers loss of institutional knowledge as experts either leave or become supervisors, freezing their technical skills.

2:1 Benefit/Cost Ratio based on MoDOT study

\$40 million

Estimated turnover costs to MoDOT in 2018

How?

The savings from getting the right people in the right positions to improve morale, productivity, and retention more than cover the cost of increased salaries.

Who?

This study focused on engineers due to the cost of training and industry demand for these experts. However, this strategy can be applied to many positions.



We recommend...

- ◆ Implement DNR's proposed technical career path for environmental engineers
- ◆ Pilot eight technical career positions for engineers in MoDOT's St. Louis District