

# High School Students Today, State Employees Tomorrow!

## Executive Summary

### The Opportunity

The State of Missouri does not currently have a program to increase awareness of State of Missouri careers at the high school level. Reaching out to high school students is becoming standard practice among companies and the State needs to compete. In 2019, there were 60,268 high school graduates in Missouri.

### The Future of State Employment

The team found creating awareness of State job opportunities would be of significant benefit because:

- More than 40% of the State workforce is eligible to retire over the course of the next 10 years
- There are many entry-level jobs open right now that could be filled by high school graduates
- Creating awareness targets students who enter the workforce right out of high school, as well as students that go to college or enter the military and find potential careers with the State in the future
- COVID has presented an opportunity to promote public service to a new generation of students

### Proposed Solution

The team has established relationships and identified potential partners to help raise awareness of State of Missouri careers and seize the opportunity to reach high school students:

- Partnerships already established:
  - Missouri School Counselor Association (MSCA)
  - Missouri Association of Secondary School Principals (MoASSP)
- Potential Partners for the State to consider:
  - JobCorps (initial communication established already)
  - Foster Care
  - Alternative Schools (Private, Magnet, etc.)
  - Missouri Teacher Associations
- The team created an Employment Guide that describes the different departments, State benefits and more to serve as a resource for counselors, principals, students and parents.
- A High School Outreach Specialist position will need approval in OA to manage the program and outreach to established and potential partners.

### Implementation Plan

If approved, work can begin immediately to finalize the position description, complete the hiring process and onboard the new employee in a three-month timeframe. This new position would be up and running for the 2021-22 school year.