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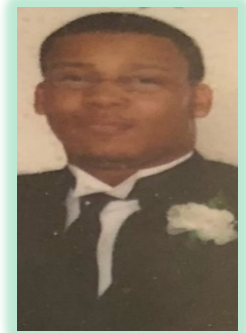
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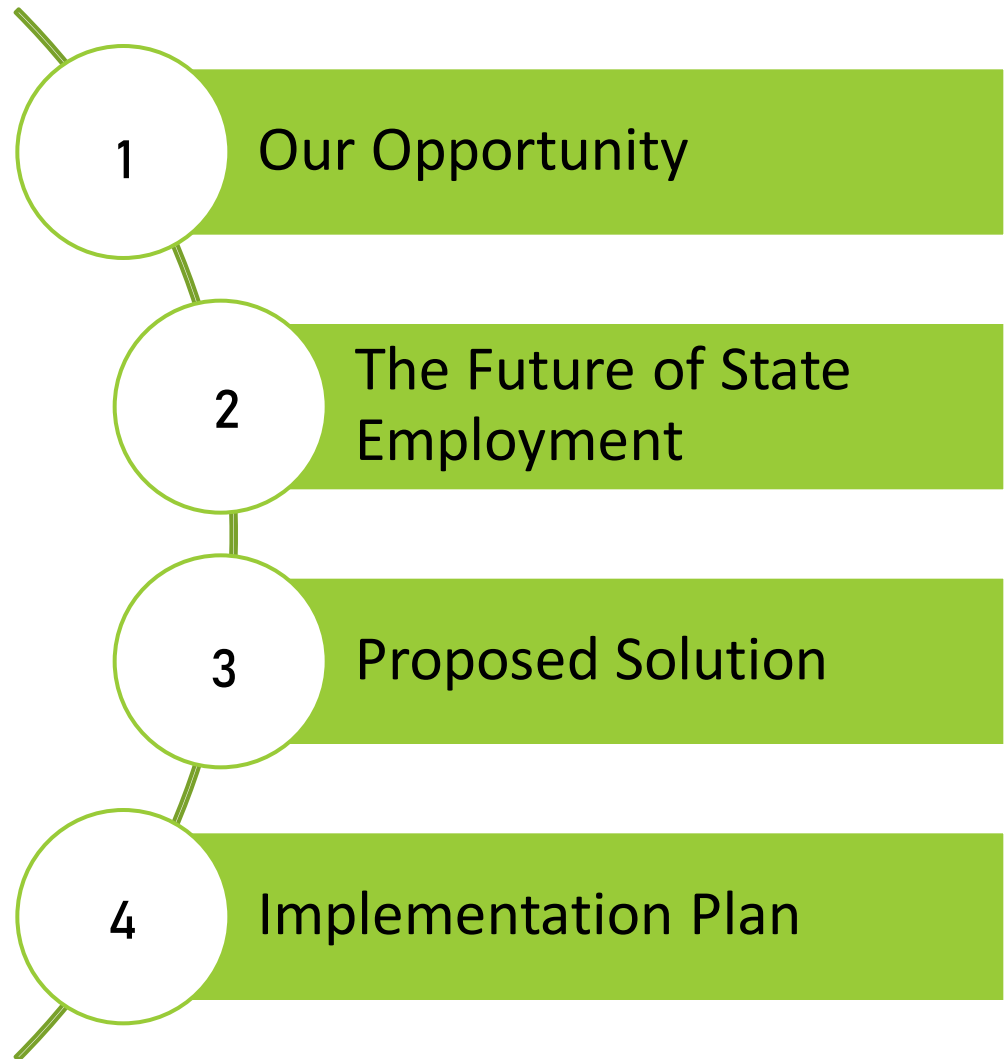
High School Students today, State Employees Tomorrow!

CROSSING GENERATIONS TO SOLVE CAREER
AWARENESS ISSUES WITHIN THE STATE OF
MISSOURI

Kim's Personal Career Path With the State of Missouri

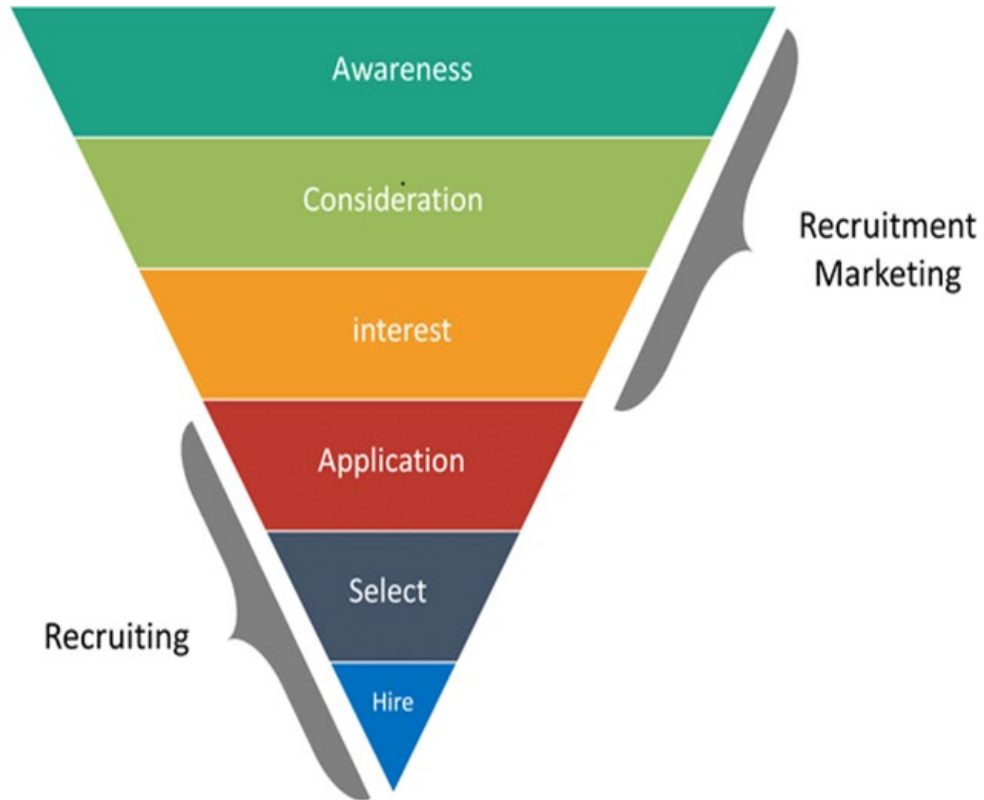


Agenda



Our Opportunity

Recruitment Funnel



No Formal Awareness of State Careers at the High School Level



Companies Reaching Out To High School Students



Talent Pipeline For Missouri

Year	Graduates	4 Yr College	2 Yr College	Military	Work Ready
2016	60,228	22,501	16,241	1,506	20,007
2017	61,272	23,275	16,202	1,477	20,256
2018	60,880	23,131	16,052	1,382	20,315
2019	61,268	23,289	15,817	1,306	20,856
2020	60,450	*	*	*	

Data found at <https://apps.dese.mo.gov/MCDS/home.aspx>

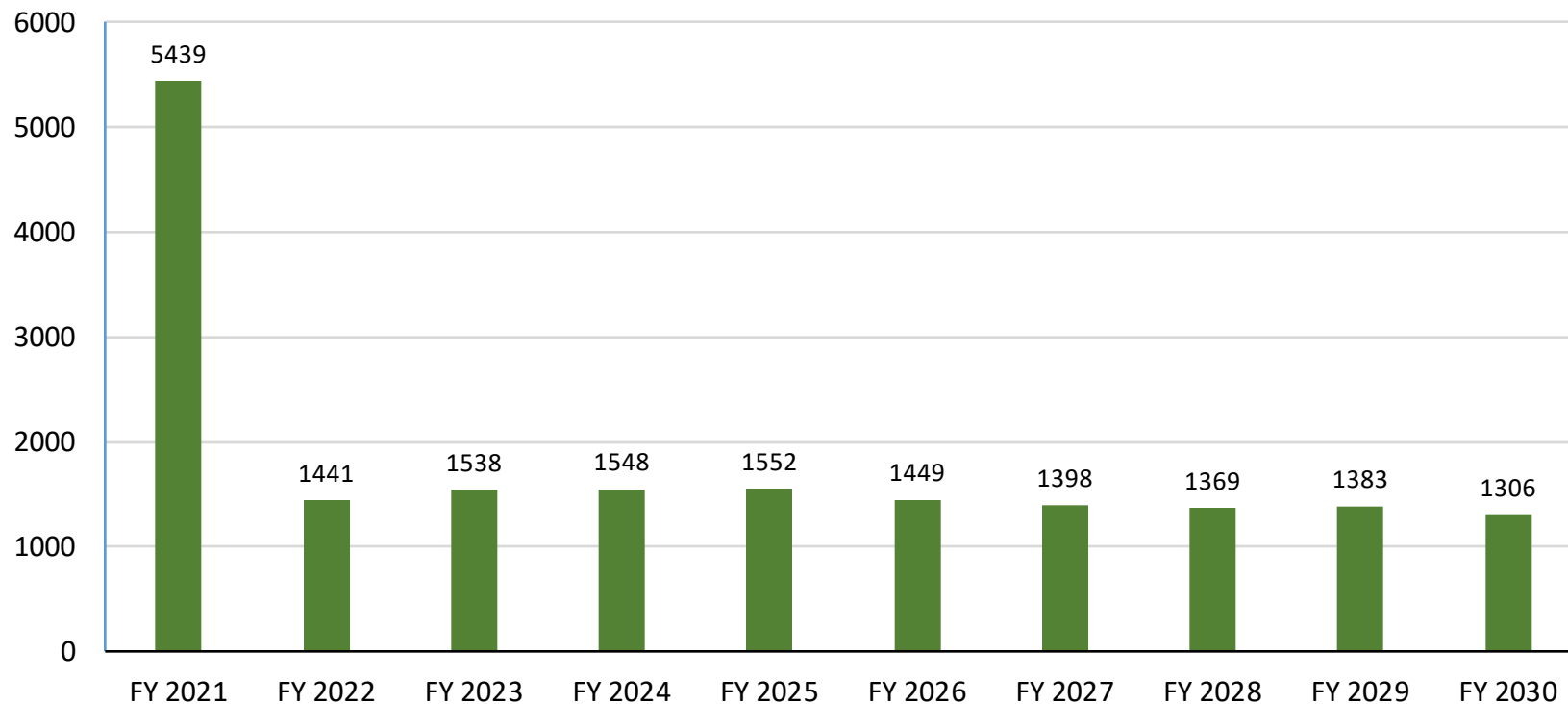
The Future of State Employment





10 Year Retirement Projections

18,423 Employees become eligible to Retire between FY21-FY30



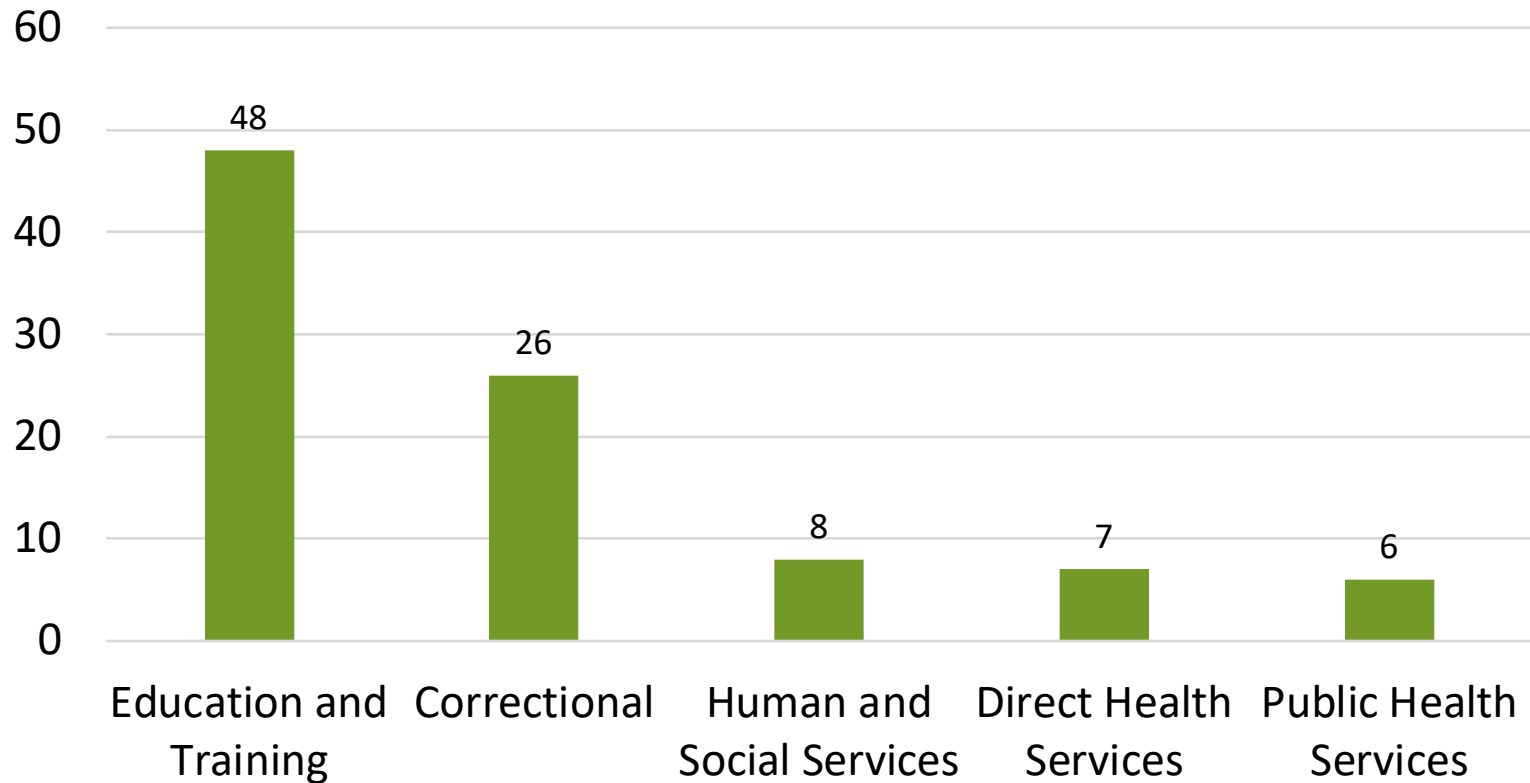
MPERS Participants-7,335

MOSERS Participants-38,245



Entry Level Opportunities

1/14/2021 MoCareers Open Positions



The Impact of Awareness on Recruitment

Work Ready

2% Return	417
3% Return	626
4% Return	834

Future Professionals

2% Return	808
3% Return	1,213
4% Return	1,617

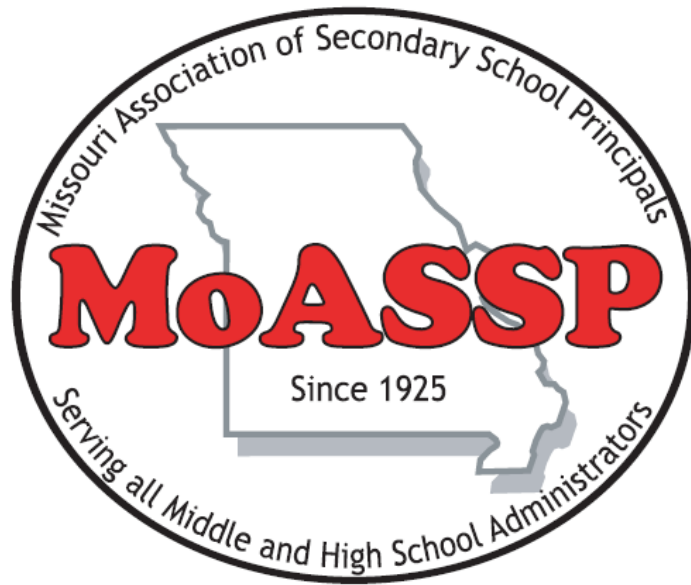


Proposed Solution

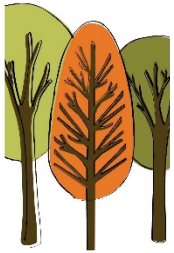
Solution Statement

Within an 18 month timeframe, the state will create a partnership with school administrator systems to promote awareness of career opportunities with the State of Missouri.

Current School Administrator Partnerships



Potential Outreach Partners



Mingo Job Corps
Civilian Conservation
Center



Alternative Schools
(Private, Magnet, etc)

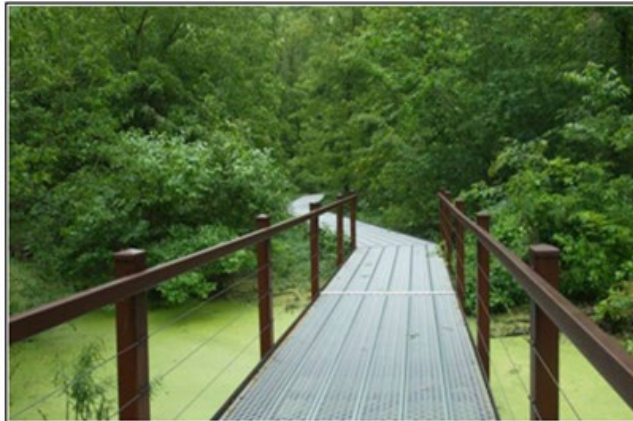


Foster Care System



Missouri Teacher
Association

Employment Guide



* Big Oak Tree State Park

State of Missouri Employment Guide



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High School Outreach Specialist

HS Outreach Specialist – Full Time

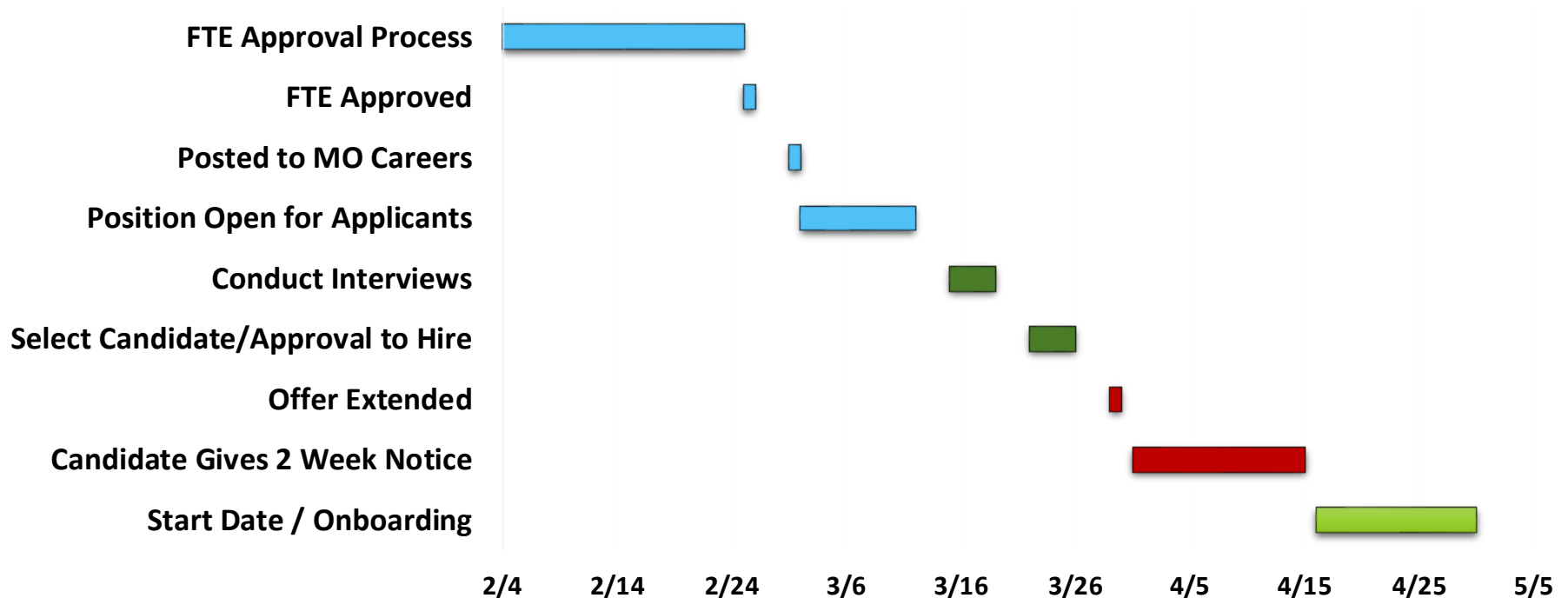
- Reports to the Director of Talent Acquisition
- Position Requirements
- TBD

Duties

- Coordinate HS Outreach program
- Communicate with state wide high schools to maintain a presence
- Maintain partnerships with internal and external organizations

Implementation Plan

The Timeline for Implementation



Key Takeaways

- We have **18,000+** employees eligible to retire over the next 10 years.
- We are competing with national and state businesses to reach **60,000+** high school students each year.
- Partnerships with school administrators have been established.
- We are preparing to meet the first portion of the recruitment funnel.