

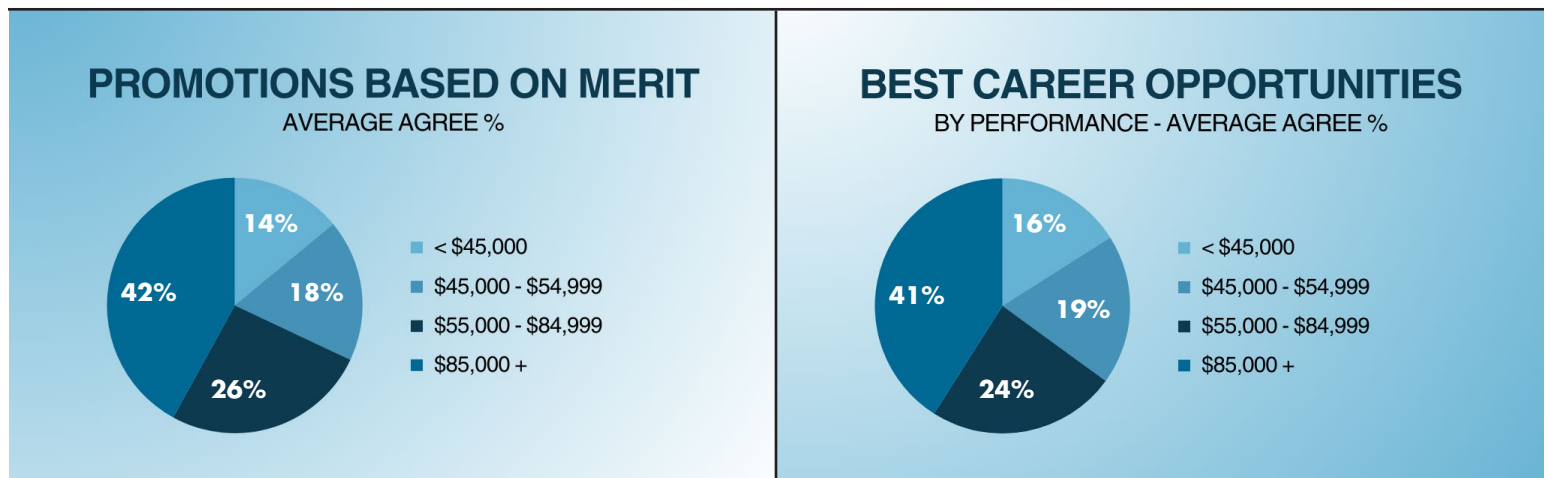
Career Opportunities for Missouri Team Members

Executive Summary

Problem Statement

What strategies can the State of Missouri provide to team members to promote career opportunities?

Data Breakdown



Observations

Higher Salaried Team Members	Smaller Departments
This population group tended to respond more positively to career opportunity questions, likely due to having experienced more career progression.	Departments with less than 500 respondents tended to report greater career progression satisfaction citing defined career paths, mentorship, and family-like atmospheres.

Communications
Departments that made communicating career opportunities a priority through established process, intranets, department-wide emails, or town halls had higher positive results in the Quarterly Pulse Survey.

Recommendations

Career Resources
Career Roadmaps
Career Counseling
Capital Fellowship Revamp