

Career Opportunities

Missouri Leadership Academy

Class 12

Capstone Project

QPS Data Driven



Meet the Team



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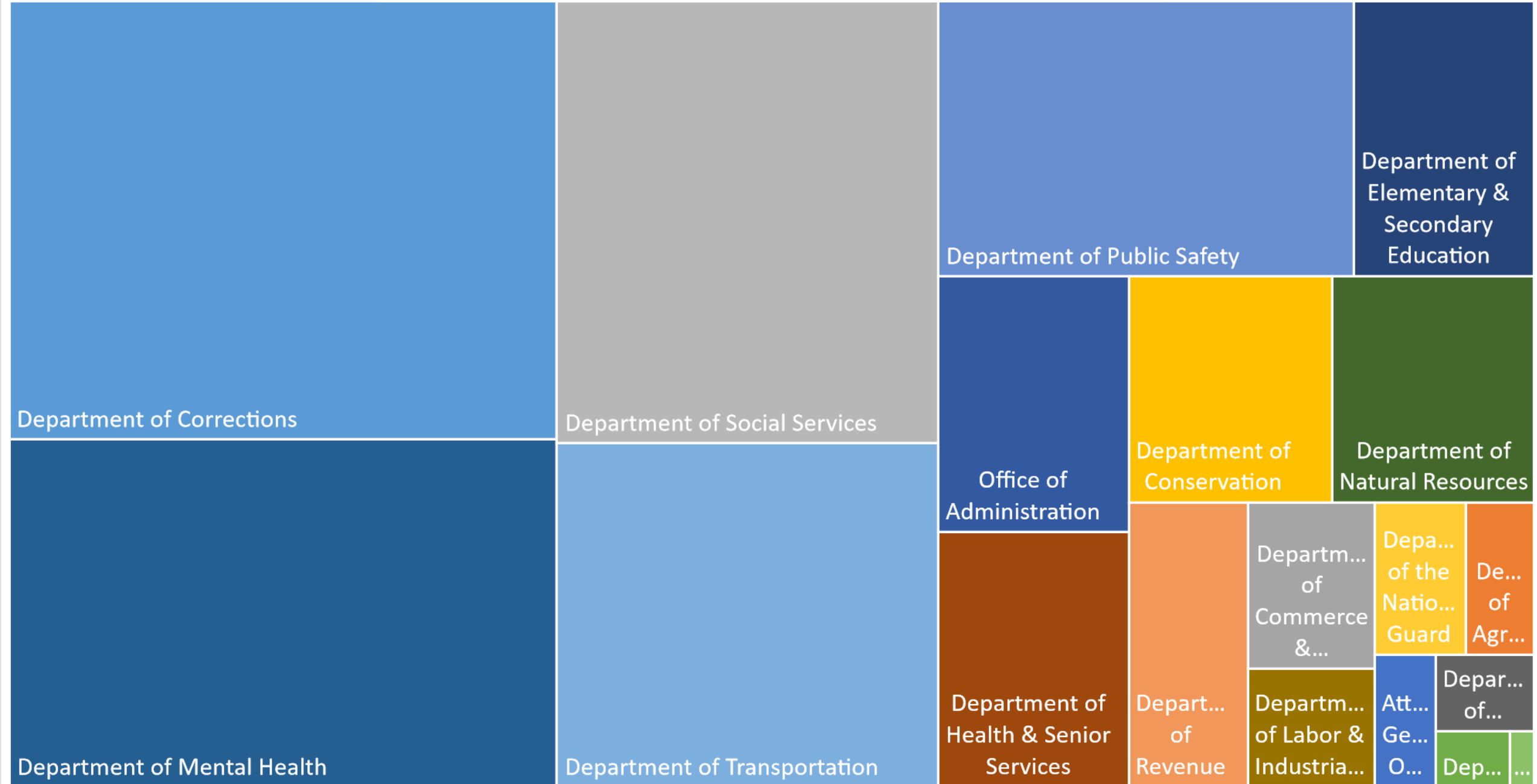
Problem Statement

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

41% of Americans **left** their jobs because of lack of **advancement opportunities** - Forbes 2022

78% of workers **frustrated** because they are experiencing **challenges** trying to advance their careers – Forbes 2022

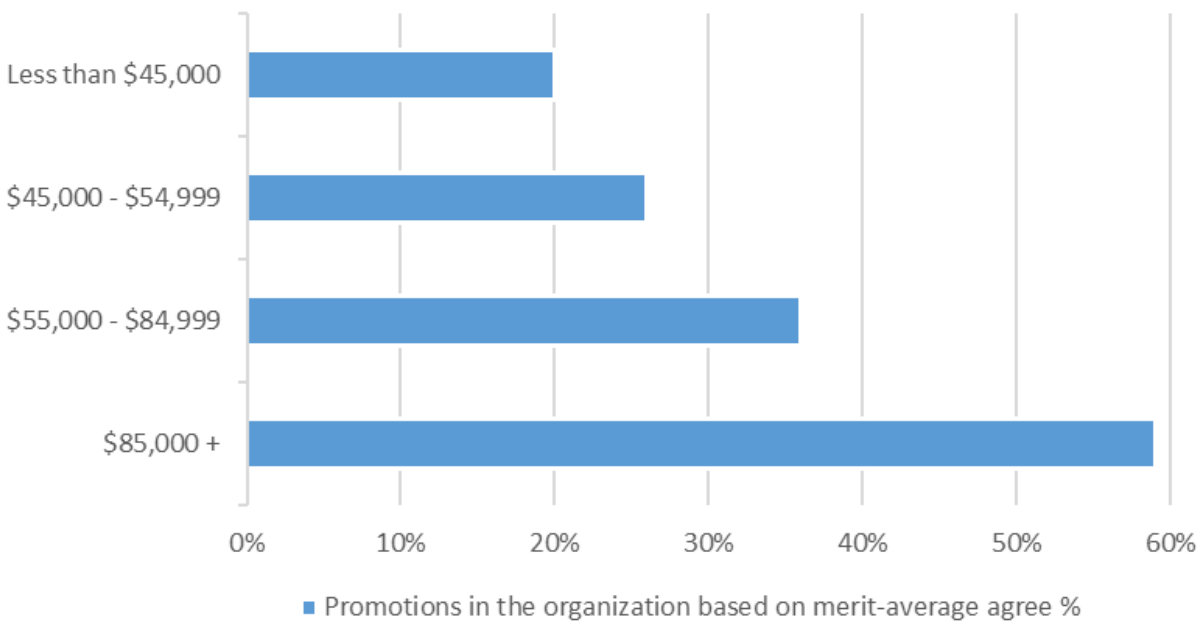
Total Full-Time Equivalent by Department



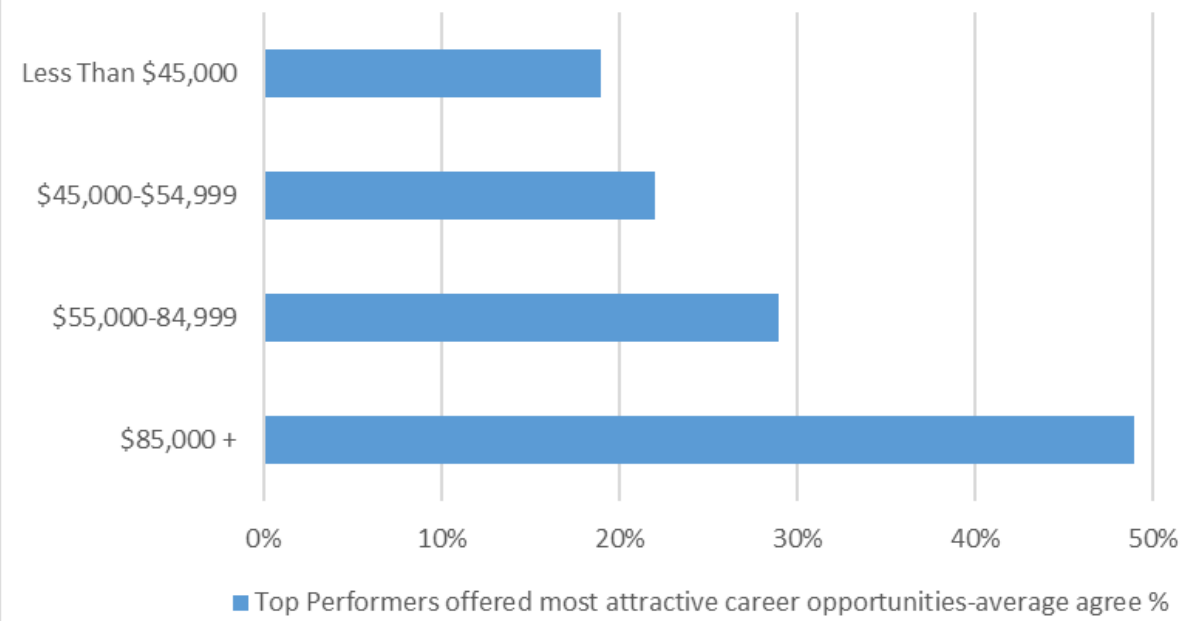
Answers detailed by salary compensation

Team members with an average salary over 85,000/year are more likely to agree that promotions are based on merit and top performers are offered more career opportunities.

Promotions in the organization based on merit-average agree %

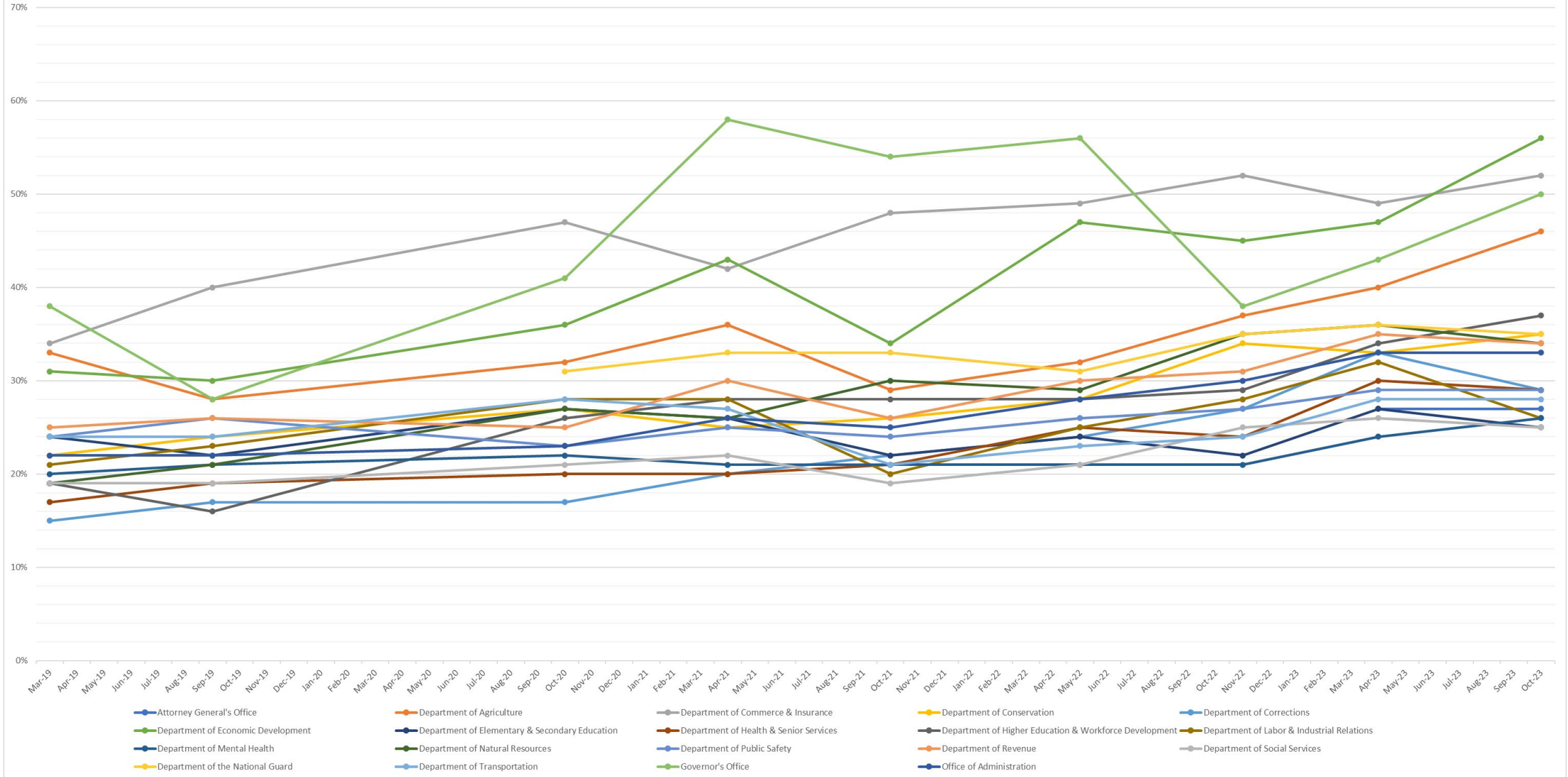


Top Performers offered most attractive career opportunities-average agree %

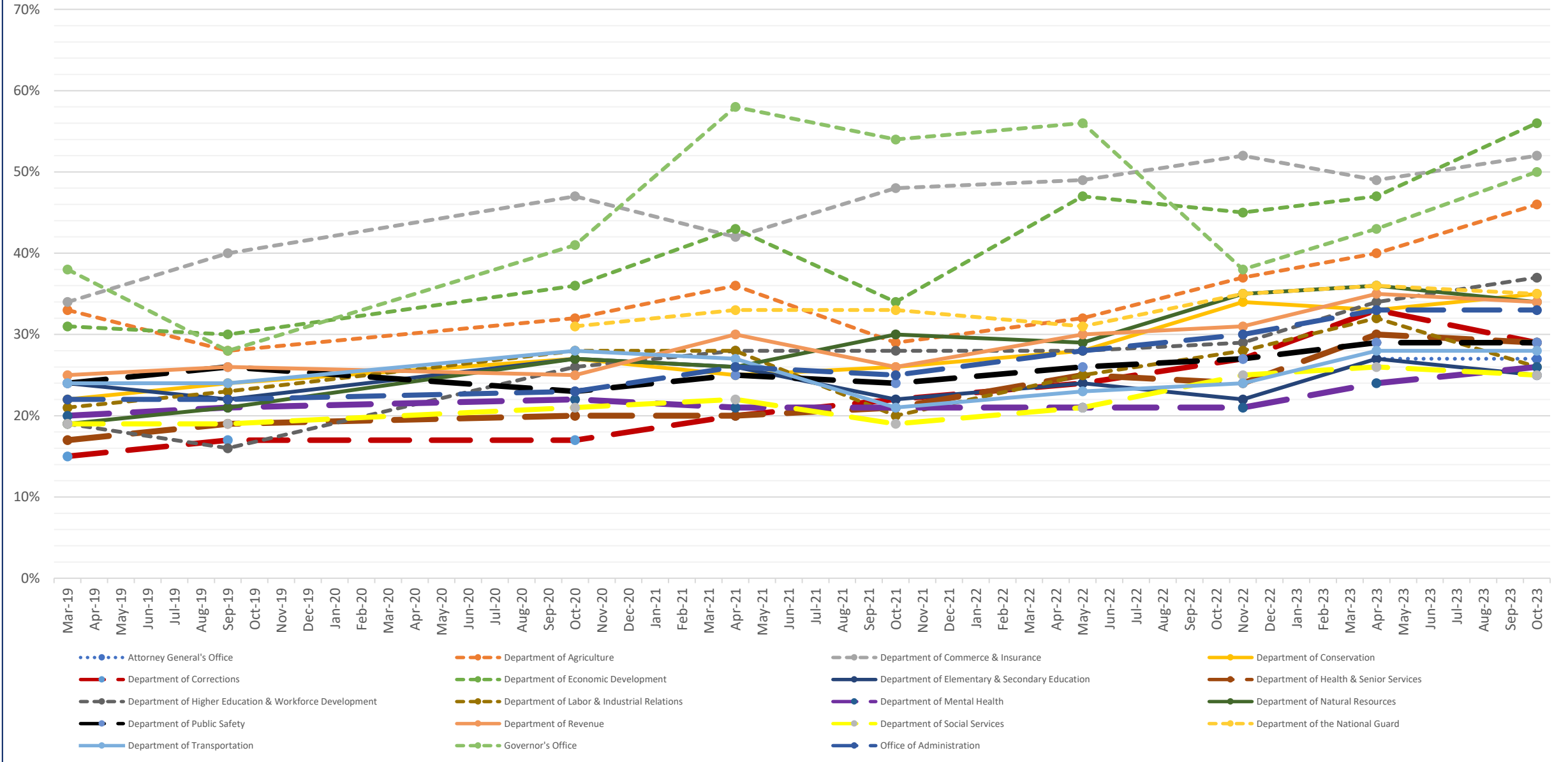


QPS Data - Trends

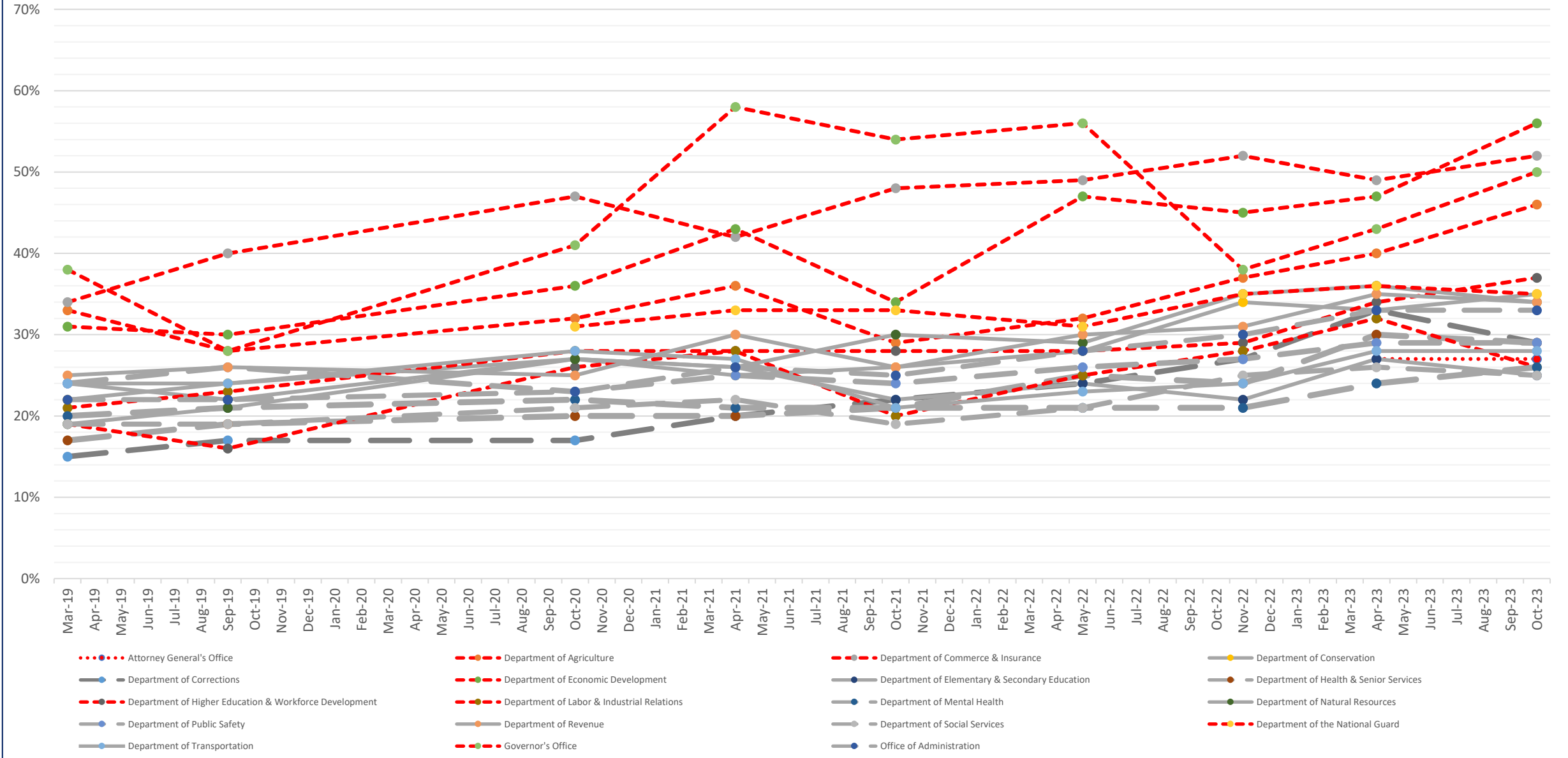
Promotions in the organization are based on merit.



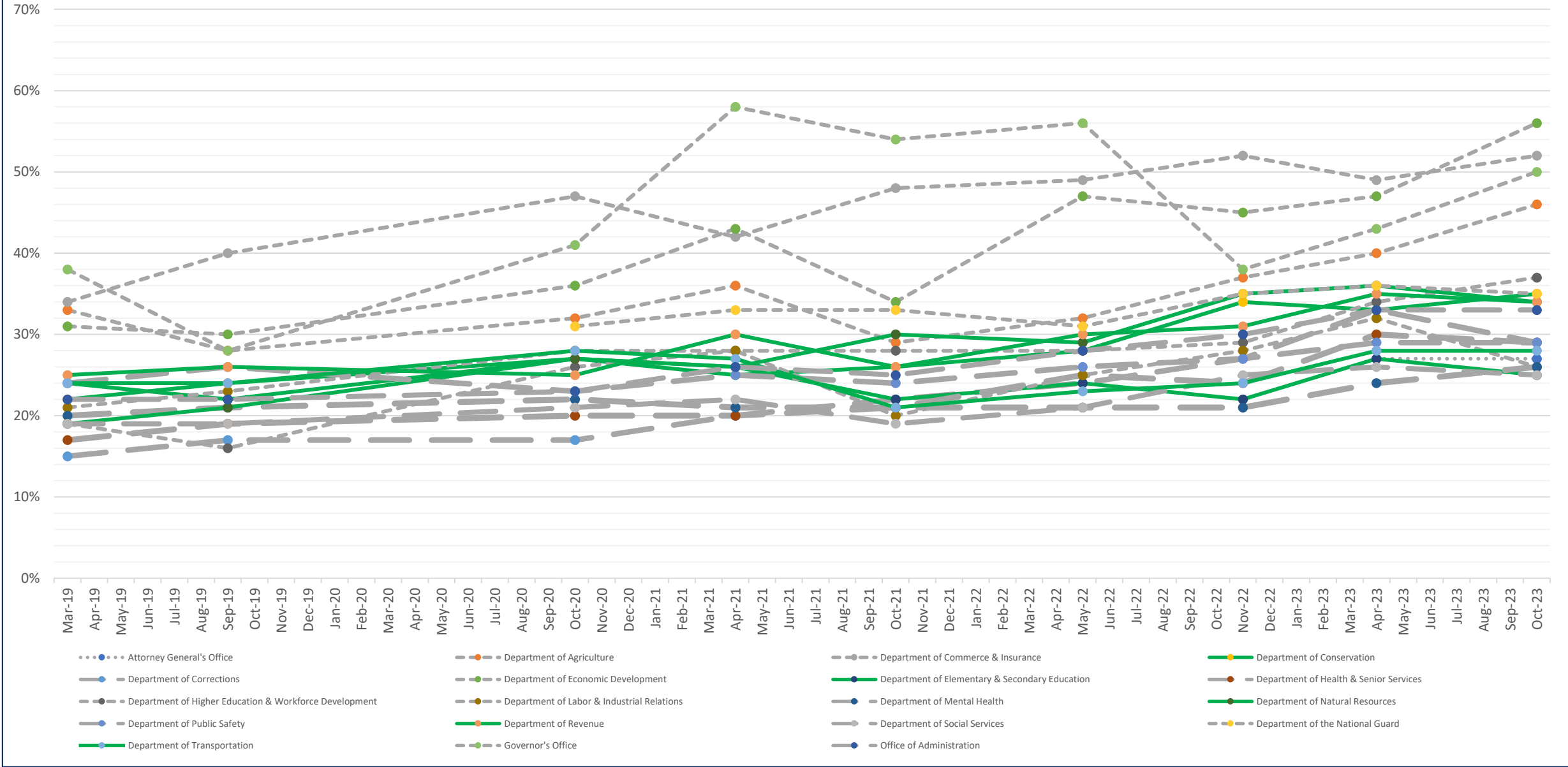
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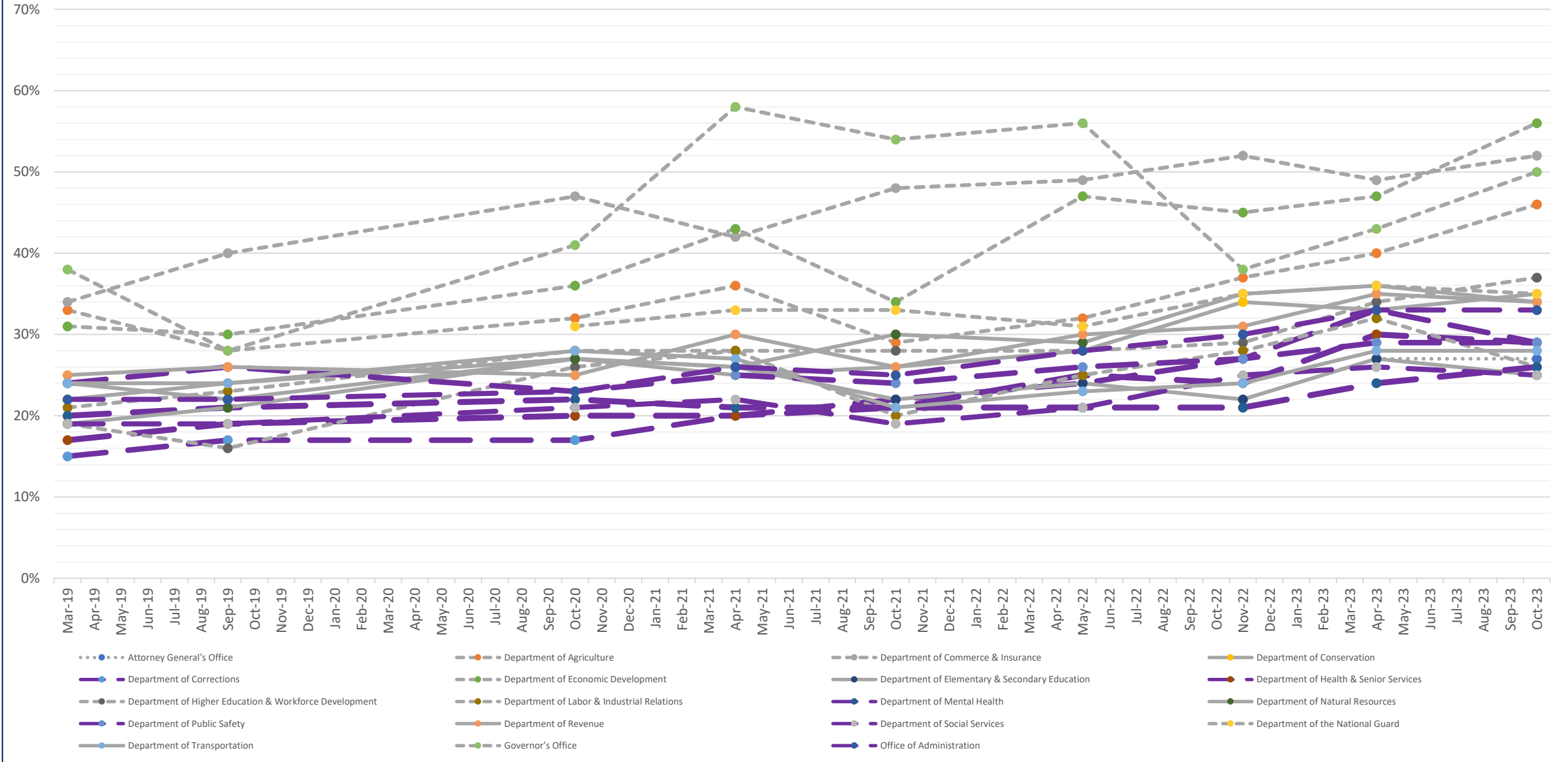
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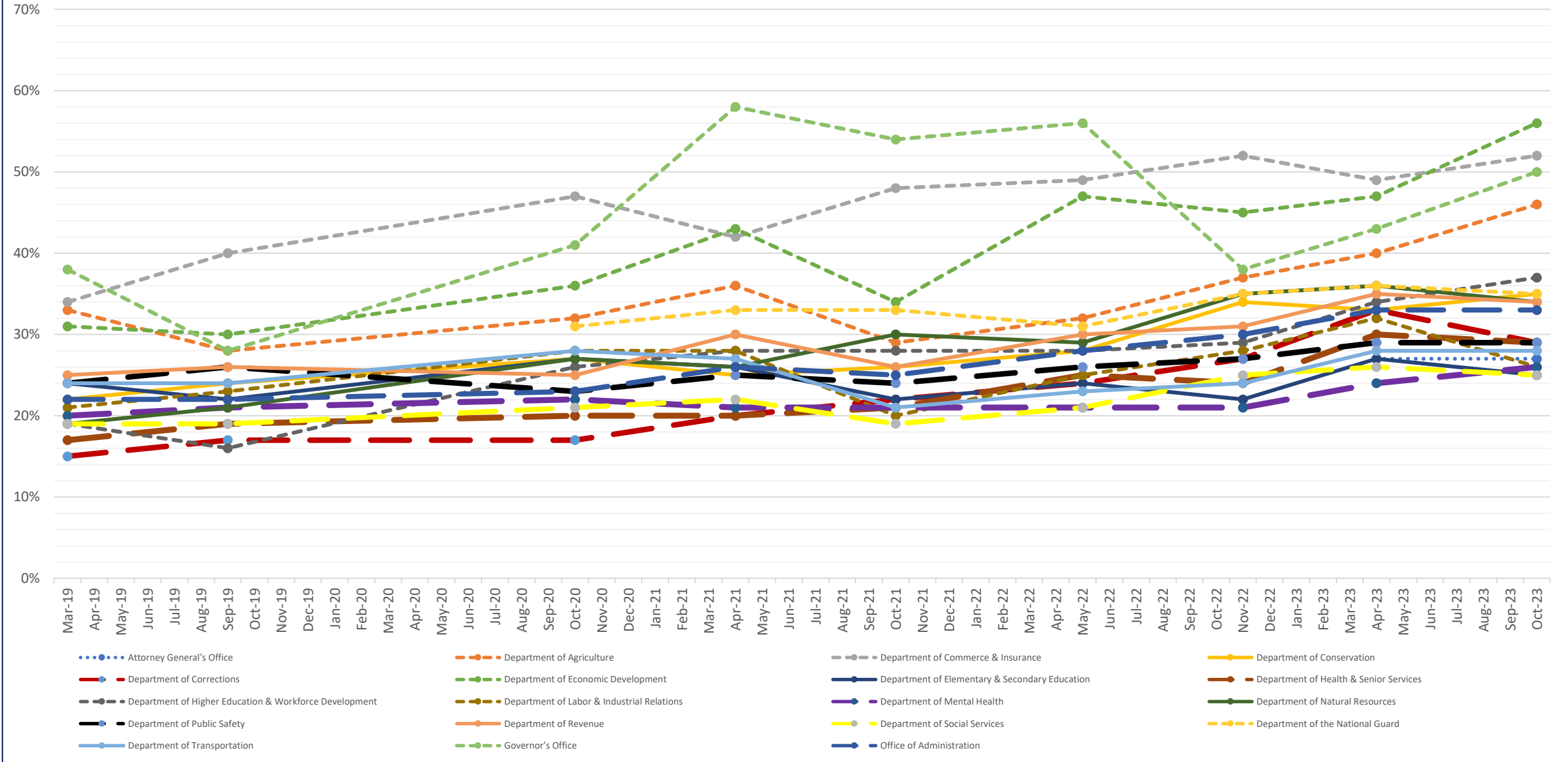
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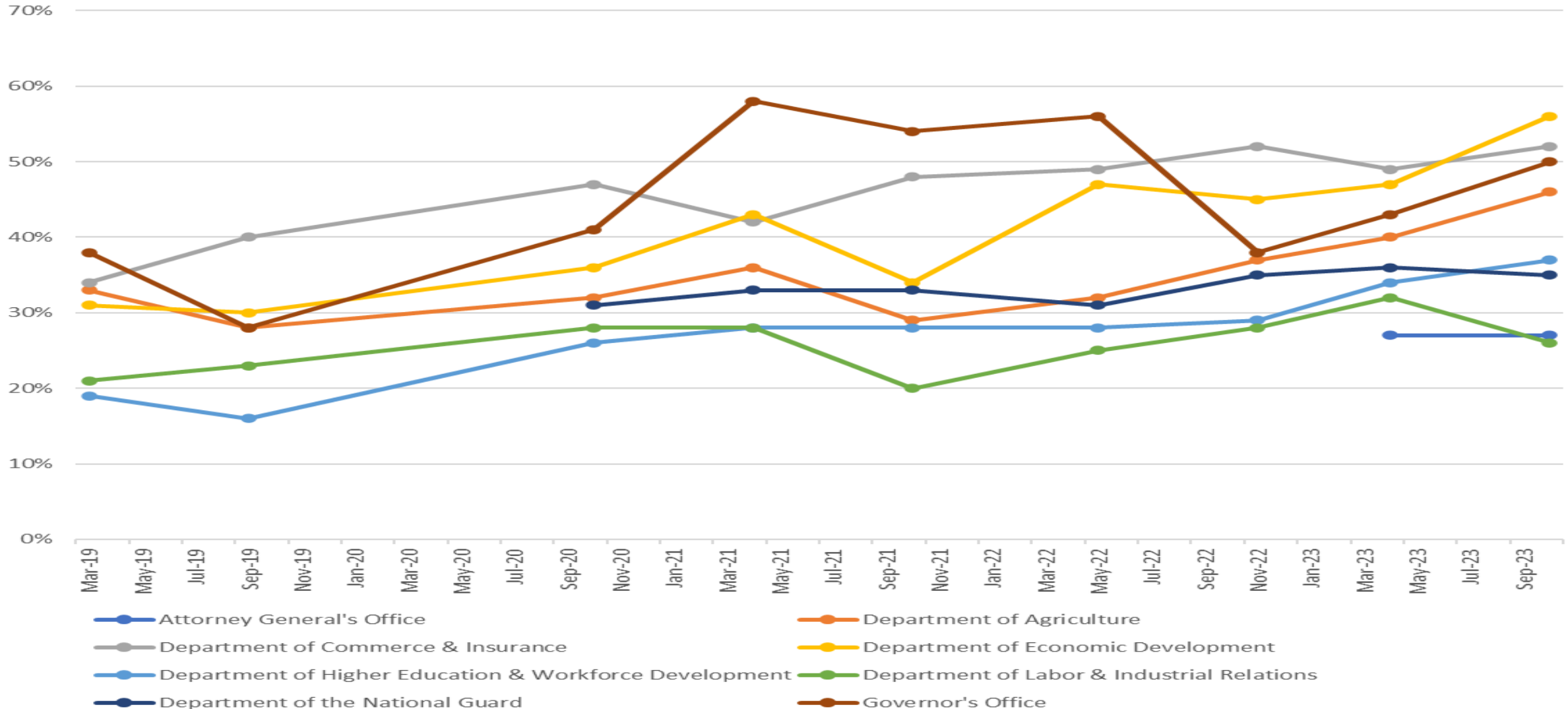


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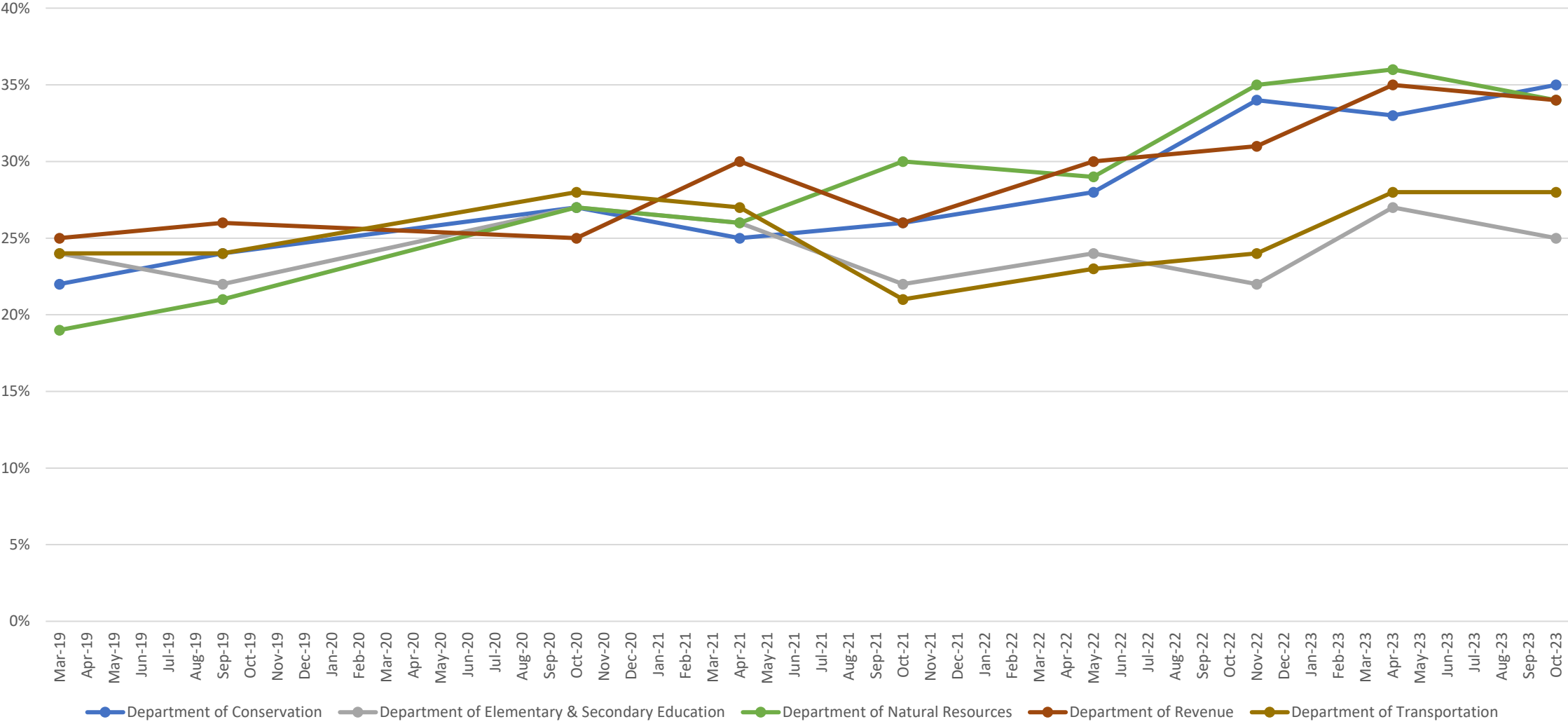
Under 500 Respondents

Promotions in the organization are based on merit.



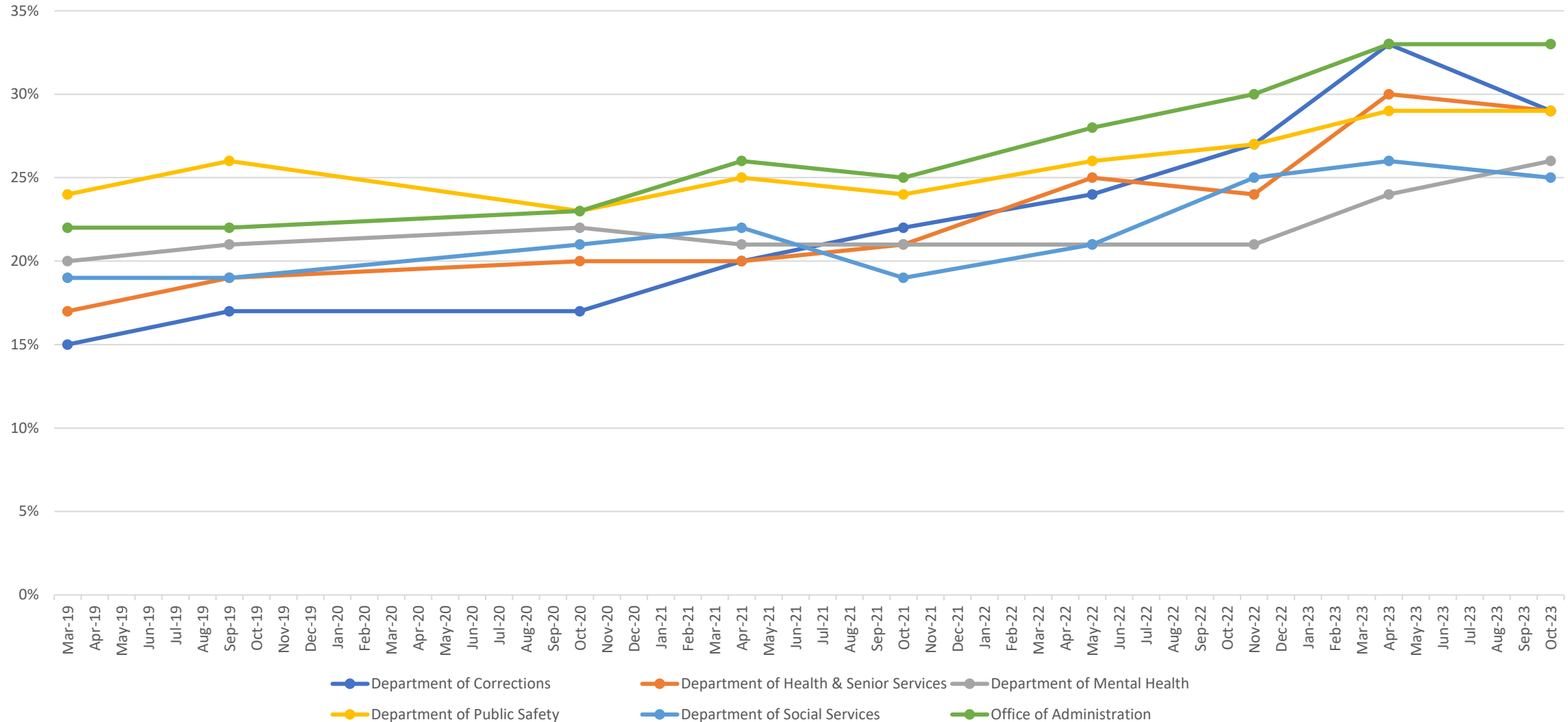
Between 500-1000 Respondents

Promotions in the organization are based on merit.



Over 1000 Respondents

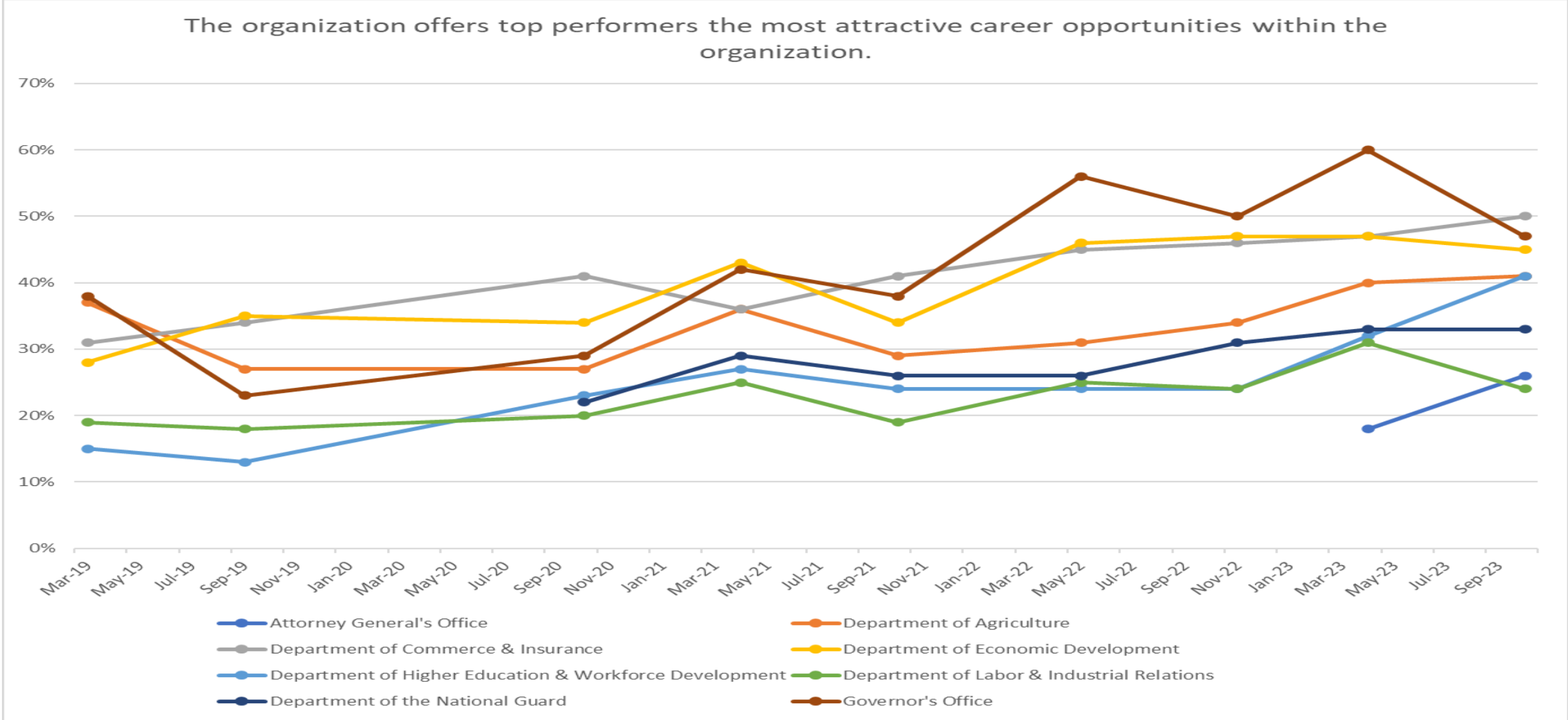
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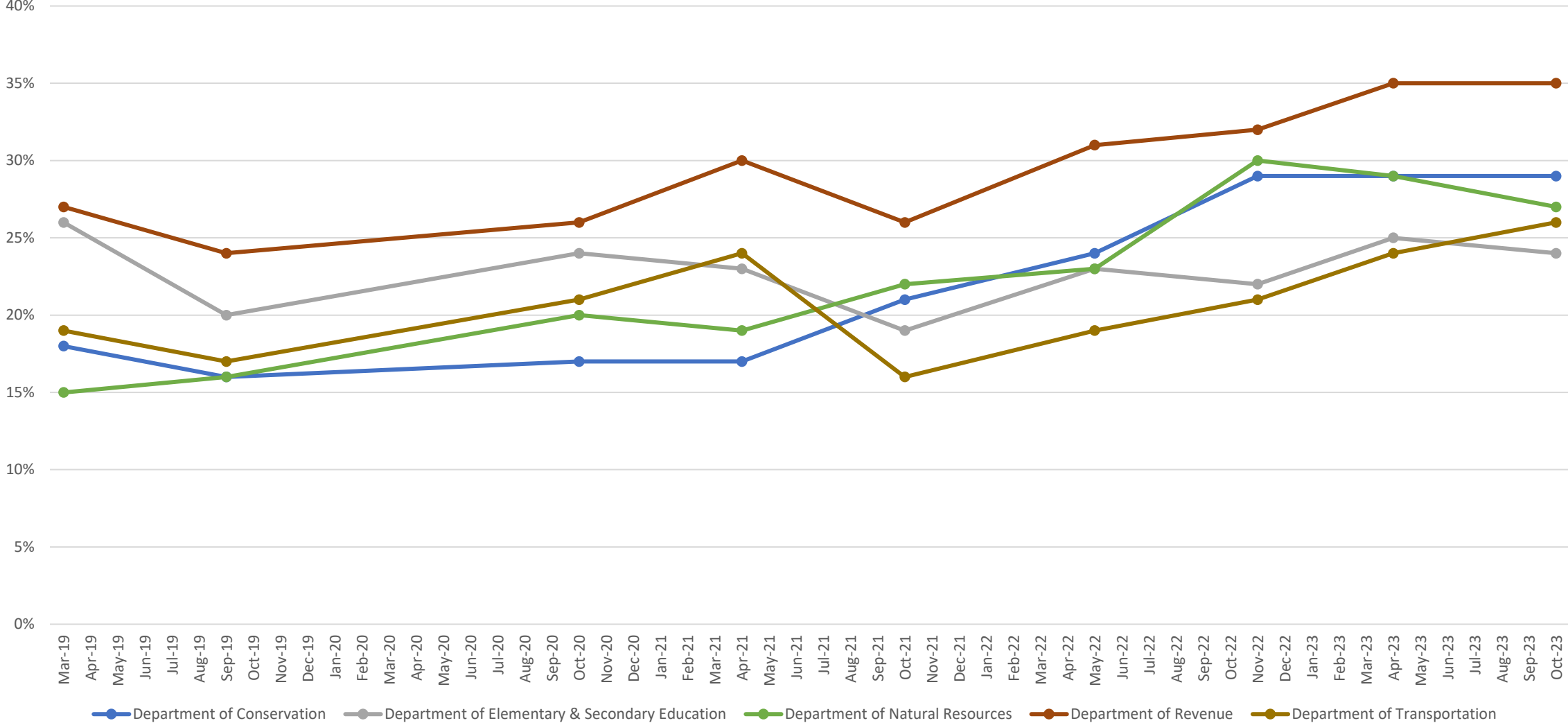
The organization offers top performers the most attractive career opportunities within the organization.

Under 500 Respondents



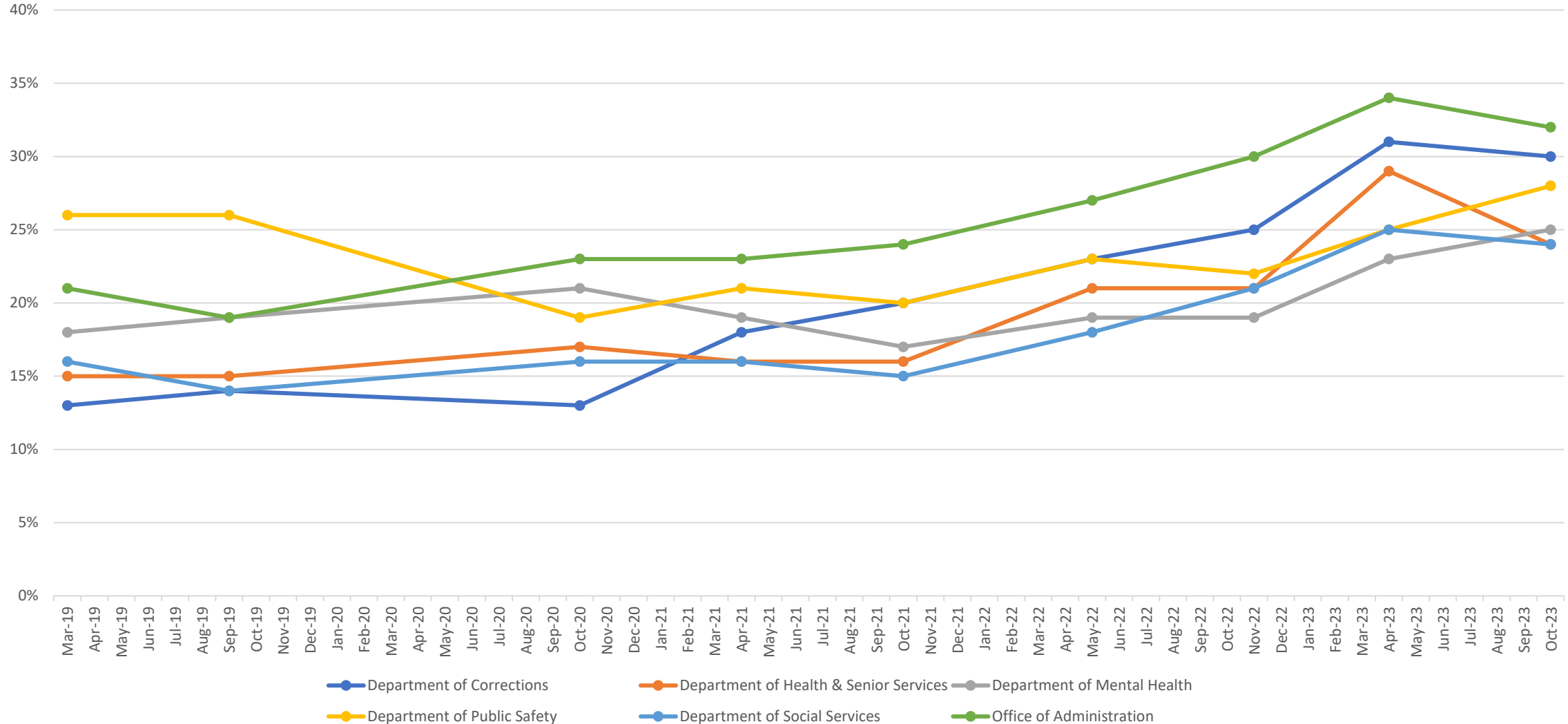
500-1000 Respondents

The organization offers top performers the most attractive career opportunities within the organization.



Over 1000 Respondents

The organization offers top performers the most attractive career opportunities within the organization.



Less than 500 Respondents

- **Commerce and Insurance** – promotions evident, road map for positions
- **Governor's Office** – promotions evident, priority on recognition
- **Economic Development** – promotions evident, career progression roadmap

Between 500-1000 Respondents

- **Natural Resources** – intranet for info on opportunities, email open positions to team, weekly department updates that announce promotions
- **Conservation** – Leadership 2.0, MDC Leads, mentors
- **Revenue** – policy for career progression

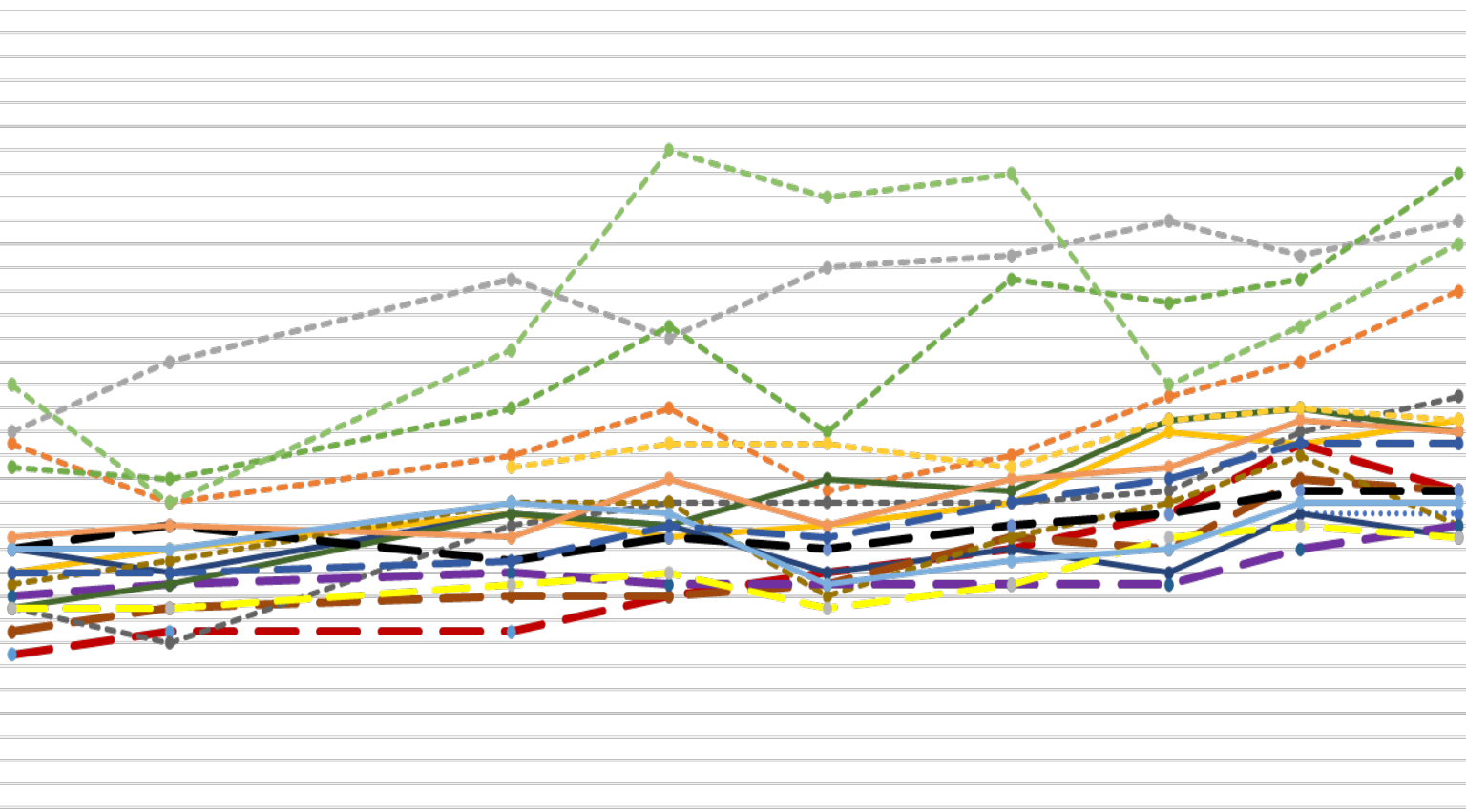
Over 1000 Respondents

- **Office of Administration** – MO Careers Visibility, OA Recruiters, OA CARES, Supervisor Foundations, town halls, onboarding
- **Corrections** – new initiative The Corrections Way
- **Public Safety** – town hall meetings and team building summits



Observations

- Higher salaried team members are happier with career opportunities
 - Those team members have benefited from career opportunities that they have experienced
- Smaller sized departments are happier with career opportunities
 - Career path defined
 - Family atmosphere
 - Smaller, so promotions are more evident
 - One-on-one direct career progression mentorship
- Communications
 - When a department makes communication a priority, they have higher positive results



The majority of the results overall are trending upwards

Why?

Adjustments made as a result of QPS

New programs and processes implemented

Going Forward – Improvement Recommendations

Career Roadmaps

Career Counseling

Capital Fellowship Revamp

