



STATE OF MISSOURI

CLASS 17

APPLICANT

REVIEW TOOL

2026

MISSOURI LEADERSHIP ACADEMY

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THE CHALLENGE

How can the State of Missouri implement a human-centered applicant review framework to improve hiring efficiency within the next 3-6 months?

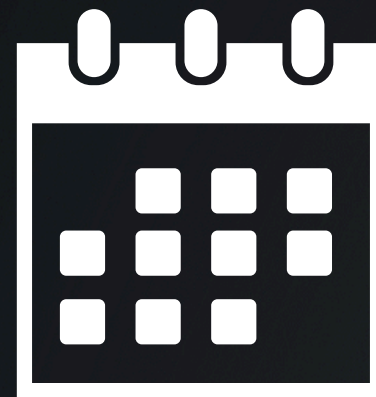


IDENTIFICATION



CURRENT STATE OF HIRING

- No AI used in screening
- Heavy manual review across agencies



69 DAYS FOR
TIME TO HIRE

OA GOAL: 45 DAYS

SOLUTION

Set Up

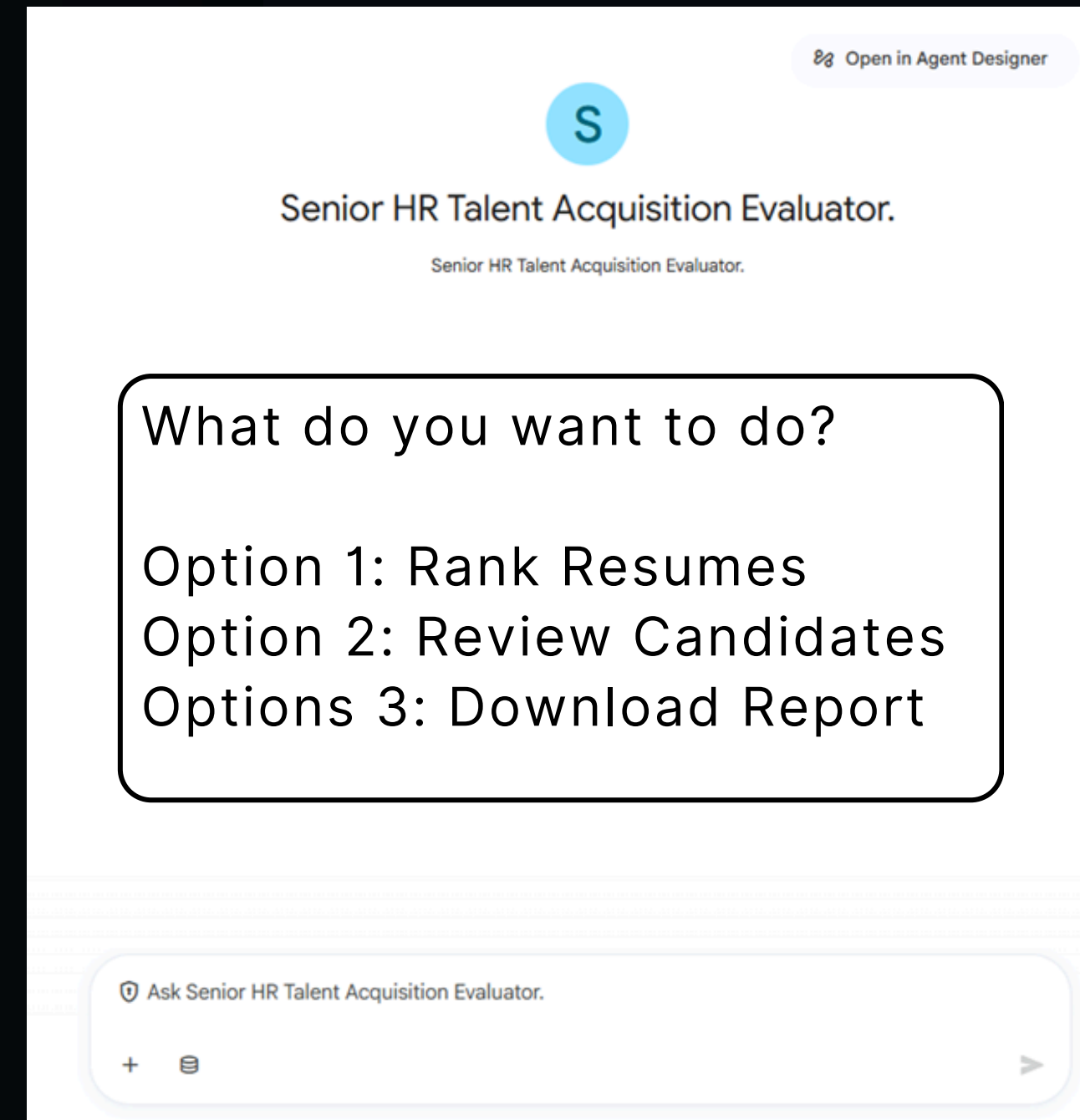
HR Manager enters job description & criteria then uploads applicant information

Execution

ART applies criteria & produces clear report for human review

Decision

HR Managers review report and make decision



SOLUTION

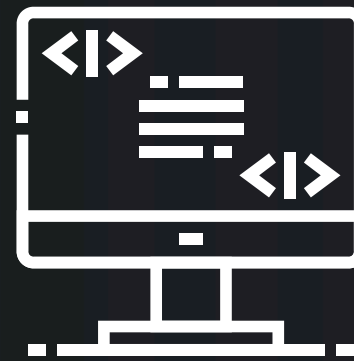


APPLICANT REVIEW TOOL

- **Built in Gemini** using a guided conversation interface
- **Customizable** for each position and reusable knowledge bases
- **Follows standards** set in the new Office of Administration Statewide **AI Policy**

SOLUTION

The **pilot program** is **estimated** to take **3-6 months** to fully complete before the statewide rollout can begin.



ITSD & Pilot Agency

Perform a complete pilot with state agency to gather feedback and fine-tune the agent

Measuring Success

Reduced workload, faster review times, and clear, dependable outputs

**THE FUTURE OF HIRING IS NOT ABOUT
CHOOSING BETWEEN PEOPLE AND
TECHNOLOGY. IT'S ABOUT USING
TECHNOLOGY TO ENSURE PEOPLE REMAIN
CENTRAL TO EVERY HIRING DECISION.**

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OUR TEAM

Our team consists of professionals from three different state departments and the Office of the Attorney General.



ROD KEOWN
Mental Health



RYAN HAWKINS
Revenue



SCOTT SMITH
Veterans Commission



AIMEE PACKARD
Veterans Commission



COLBEY STOSBERG
Attorney General's Office



JAMES IVIE
Mental Health