# 2022 Learning Framework

## Problem Statement

In 2022, the State of Missouri did not have an engaging, diversified, and accessible standardized training program for all team members.
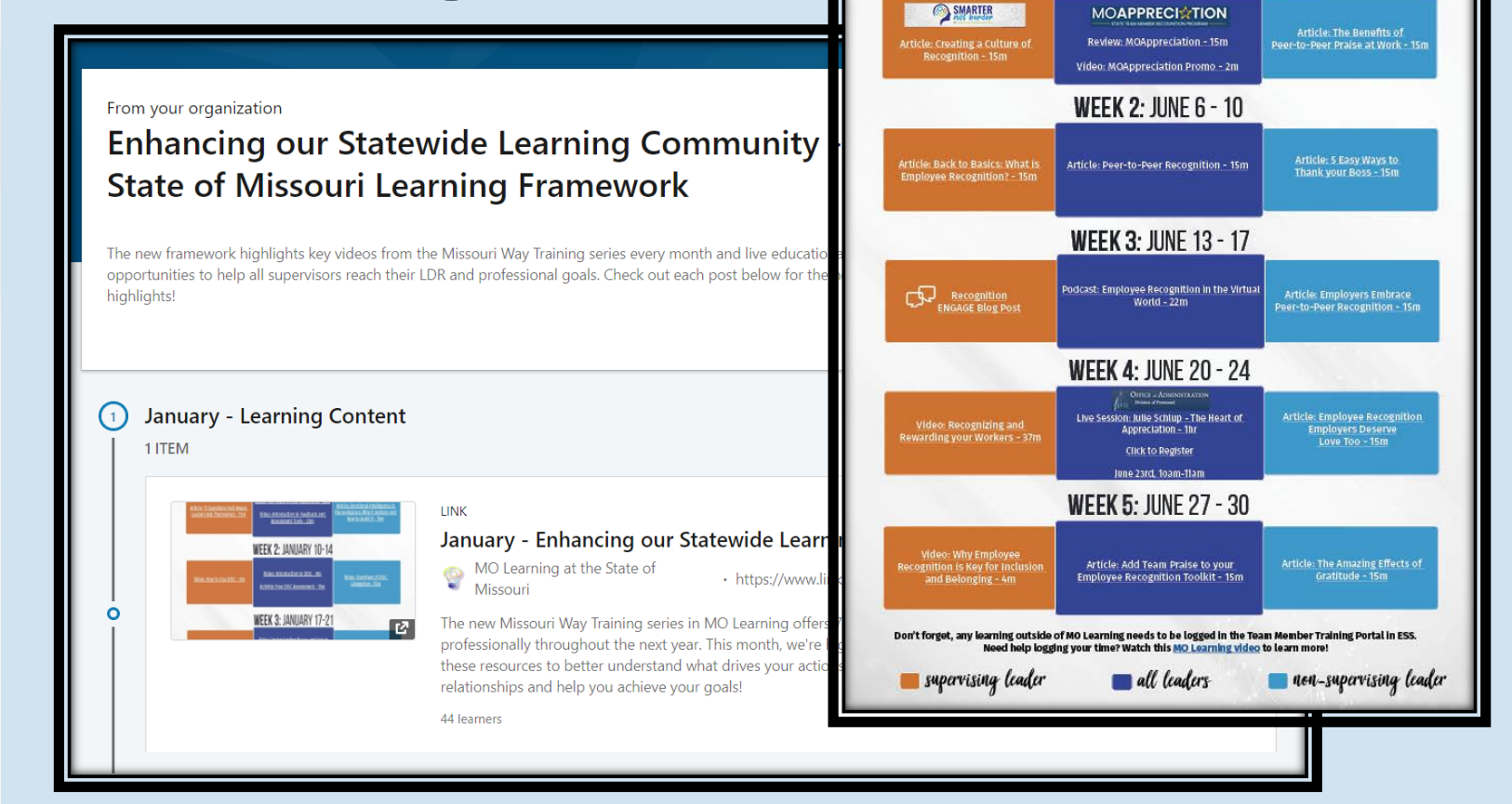
## Scope

Created and implemented a statewide learning framework accessible to all levels of leadership for increased learning and expertise.

## Analyze

- Solicited training feedback to develop future topics
- Utilized MO Learning and ENGAGE website interactions to assess audience trends
- Reviewed monthly content activity to determine top learners
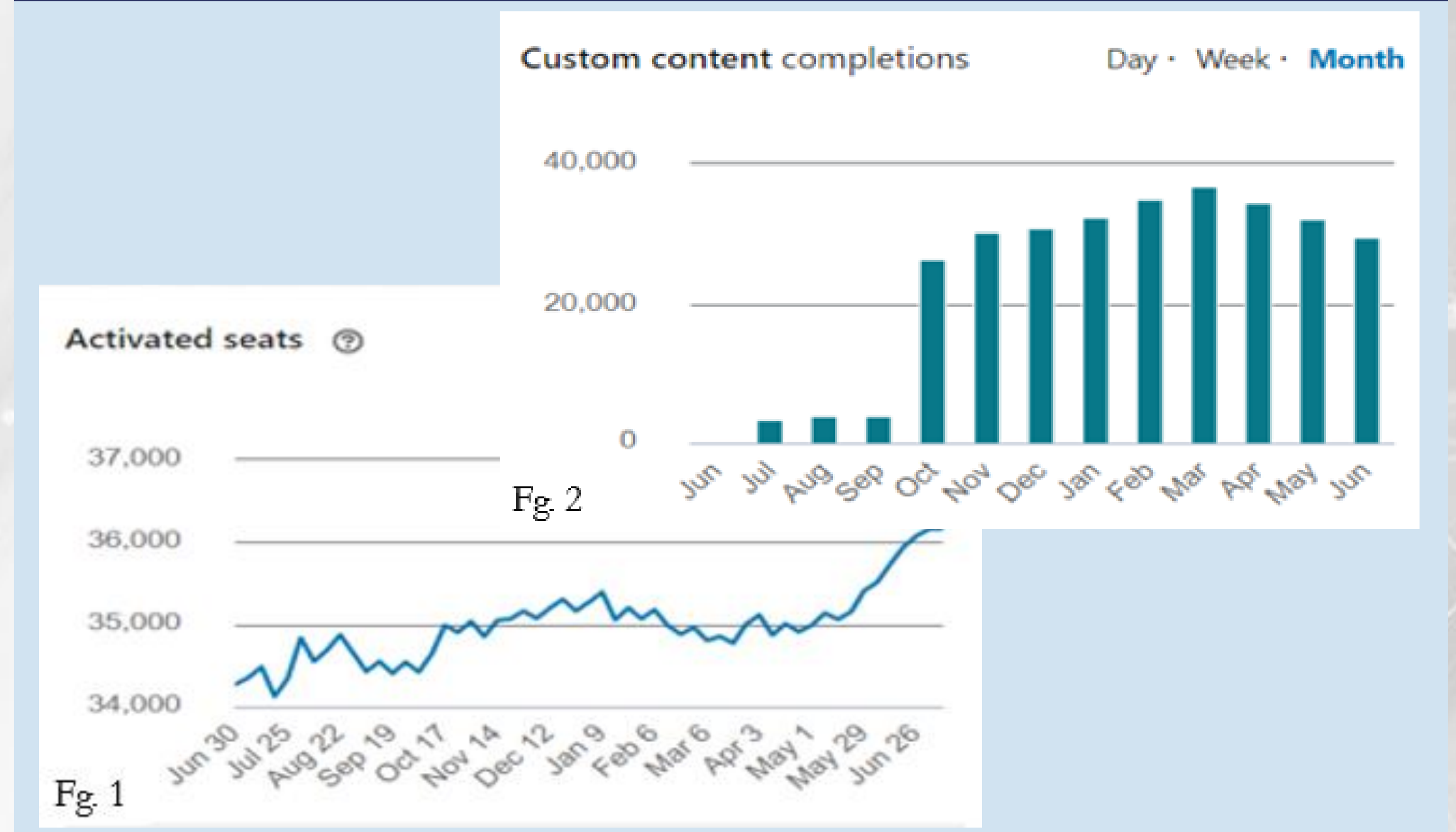
## Action

Created a learning framework which tied Quarterly Pulse Survey topics to tangible content areas for State team members. Implementation included monthly calendars, sharing with HR Core, ENGAGE blog posts, and LinkedIn Learning Paths.



## Team Photo



## Data



Figures 1 and 2 demonstrate positive MO Learning trends from before and after Framework implementation.

## Outcomes



The 2022 Learning Framework has become a center point of team member learning. We engage staff from across the State (more than 3,000) through various platforms.