

Problem Statement

ITSD cannot deliver the value our state demands for applications because ITSD cannot fill vacant IT Developer positions with skilled candidates.

I need to fill vacant positions

My applicants do not meet requirements

REQUIREMENTS NOT MET

FRUSTRATED HIRING MANAGER

Scope

- Develop a [US Department of Labor Accredited Apprenticeship program](#)
- Secure a **Technical Lead** to mentor and train Apprentices
- Secure **Application Developer Apprentices**

Data

Applicants for entry-level developer jobs steadily declined.

Fiscal Year	Number of Applicants
FY16	191
FY17	248
FY18	165
FY19	133
FY20 Projection	91

64% UNFILLED FOR 2 OR MORE MONTHS of Application Developer Information Technologist I-IV vacancies went

Applicant job-readiness and skill-sets did not match qualifications.

Show Me Digital Talent Farm Team



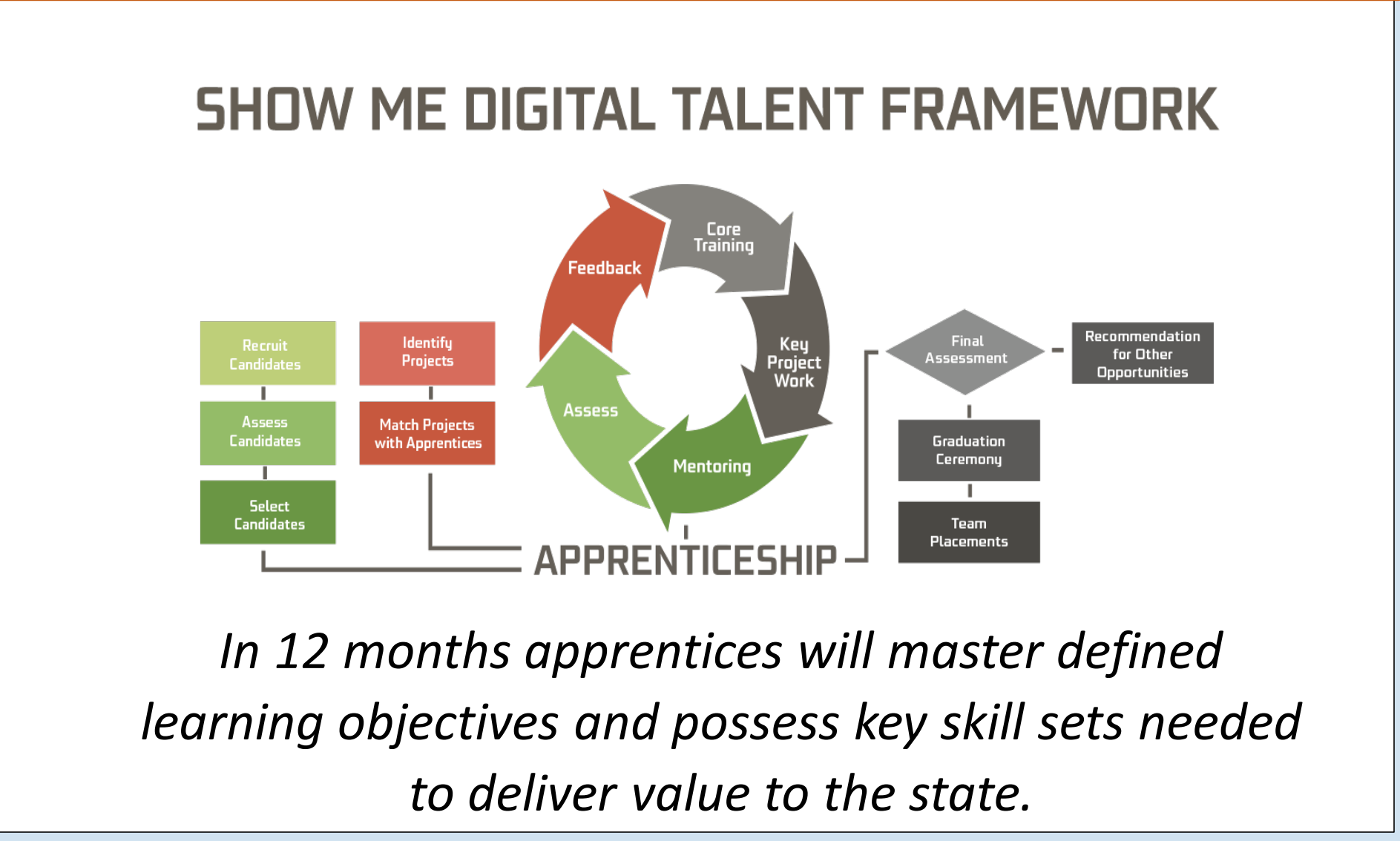
Front Row, L-R: Mardy Leathers, DEWHD; Diane Prenger, Kim Russell, and Nikki Veit, all OA ITSD. **Back Row, L-R:** Eric Pahl, OA ITSD; Angela Freeman, MDC; Crystal Wessing, OA; George Welling and Kelli Buffington, OA ITSD; Dawn Sweazea, OA DOP

Missouri Chamber of Commerce report [Workforce 2030](#), concludes **Not Enough Workers** for jobs requiring less than a 4-year degree.

Analyze

The program has potential to reduce ITSD's 24% turnover rate and save upwards of half a million per year.

\$500,000 Savings per Year



Action

- Core team met weekly to develop program to qualify for USDOL accreditation.
- Program was added to OA's Initiative Placemat in the "Partner to innovate the way we work" theme.
- Determine vacant positions to be utilized (1 Tech Lead, 3-5 Apprentices).
- Graduate first cohort of Apprentices twelve months from implementation of the program.

Outcomes

We partnered with **Missouri Department of Higher Education & Workforce Development** and their [Apprenticeship Missouri](#) program. In collaboration with the **US Department of Labor**, we have over 300 hours of curriculum identified and are preparing for USDOL accreditation of our program, **Show Me Digital Talent Farm**.



We expect Apprentices will complete basic coding *on actual projects* at the end of their first 3 months in the program, **freeing senior developers in Enterprise Teams to focus on more advanced and critical project tasks.**

Expected outcomes possible only if we are able to fill 3 critical positions ASAP. Realizing there has been significant impact to our state budget, we are awaiting approval to utilize and fill existing vacant positions as per original project scope.