

Team Information

Project Name

Show Me Digital Talent Farm

Team Members

Minimum: 3; Maximum:10

	Name	Department	Division
1	Kelli Buffington	OA	ITSD
2	Eric Pahl	OA	ITSD
3	Diane Prenger	OA	ITSD
4	Kim Russell	OA	ITSD
5	Nikki Veit	OA	ITSD
6	George Welling	OA	ITSD
7	Dawn Sweazea	OA	DOP
8	Crystal Wessing	OA	Commissioner's Office
9	Angela Freeman	MDC	IT
10	Mardy Leathers	DHEWD	Workforce Development

Your Pitch

What problem are you addressing? (No more than 200 words)

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

What is your primary measure for impact?

Primary measure	Current Status	Target
Graduate successful apprentices who join ITSD teams.		The proposed solution outlines a minimum 12 month apprenticeship, starting with a minimum of 6 apprentices. This capacity and duration supports a target of a minimum 3 successful transitions from Apprenticeship to FTE, 12 months from beginning of program. New apprentices would be added to the team as successful FTE transitions occur to insure availability of resources.

* Measures should follow SMART principle: Specific-Measurable-Actionable-Relevant-Timebound.

[OA's guidance on performance metrics](#)

What is the root cause of the problem? (No more than 200 words)

Low Applicant Pool for High Demand - FY18 began the start of a steady decline in the number of applicants responding to ITSD Application Developer job postings.

What is your proposed solution? (No more than 200 words)

We will partner with the Department of Higher Education and Workforce Development to create a nationally accredited apprenticeship program. We will develop a recruitment campaign to attract individuals that have the desire to be programmers but do not yet have the experience or education to qualify for entry level positions. We will utilize standardized assessments that gauge a candidate's ability to think logically, understand complex relationships, quickly comprehend written material, work independently, focus on details and utilize emotional intelligence among other attributes. This will be the key entrance criteria. Candidates will be selected from the qualified list based on an interview process tailored to apprenticeship. We will identify ideal projects for the Apprenticeship Team. We will create a core curriculum that will include training in Pluralsight, LinkedIn, and internally developed workshops. Each apprenticeship group will learn the skills with highest need (e.g. .NET programming, API development, Java development, Website development, etc.). We will match Apprentices with projects that meet them where they are in their training. At the end of the Apprenticeship, a final assessment will determine the Apprentices "Job Readiness". If successful, the Apprentice will become full time developer in a position level that matches the final assessment.

Project Plan

What are the major activities and milestones to deliver your solution? (Additional steps may be added)

	Activity	Milestone or deliverable	Due date
1	Establish key contacts with DHEWD and working team	List of team members and core contacts	Week 2
2	Identify FTE vacancies to be filled by apprentices	FTE position list	Week 3
3	Research assessment tools	Finalize/pick assessment tool	Week 4
4	Define/formalize candidate selection criteria	Candidate selection criteria document	Week 6
5	Identify curriculum tests and learning assessments	Test and assessment document	Week 6
6	Identify tasks for on the job training	Backlog of assignments and assignment types	Week 6
7	Write Grant Request	Grant submitted	Week 8
8	Identify projects	Project Listing	Week 8
9	Formalize structured feedback mechanisms including ENGAGE	Feedback mechanism documented	Week 8
10	Determine final assessment and "Pass" criteria with learning objectives	Final assessment defined with clear learning objectives and job performance targets	Week 9
11	Establish budget/cost per apprentice	Budget documented and approved	Week 12
12	Identify counseling opportunities for non-graduating apprentices	Counseling opportunities identified	Week 12
13	Market Apprenticeship program	Marketing plan created	Week 16
14	Structure Graduation Ceremony	Agenda and task list created	Week 20
15	Structure Team Placements	Policy for team placements created	Week 24
16	Obtain Final approvals to begin	Approvals received	Week 20
17	Begin Apprenticeship		Week 30

Required Resources and Support

What is the expected project duration? Choose one from the list below.

Long term (> 6 months)

How many people will be required to finish the project in the given duration? Choose one from the list below.

Large (>6 people)

Does your project require any specialized skills to complete? If so, explain. (No more than 50 words)

Specialized skills, education and/or experience as Scrum Master, Technical Lead, Business Analyst and Application Developer. Grant writing experience.

Does your project require any statutory change to complete? If so, explain. (No more than 50 words)

No.

Will the costs of the project exceed your current budget? If so, explain. (No more than 50 words)

No. We will reallocate existing FTE positions.

Are there other important factors for successful implementation of your project? (No more than 50 words)

Ability to recruit apprentices; leadership support.

Additional Materials

Please list any additional materials you have provided.

	Brief description
1	Apprenticeship Framework
2	Supplemental Detailed Research
3	