

make sure the little people have a chance

It would be nice to have some professional development opportunities that aren't competitive to get into. We have one that I know of that requires an application process, but we need some that is just readily available to everyone.

I would like to see free online seminars or training (outside of LinkedIn) offered to all staff. If these are offered, then they aren't advertised or talked about within the departments.

In the area I work there are no professional development opportunities for me that I am aware of. I would like to be able to attend board meetings and conferences to learn more about the career I am in. But those are only opened to management.

I don't feel I get the same opportunities because I am a remote employee and have a temporary position. I don't see a lot of opportunities to try to help me grow in order to keep me here.

I think professional development should not be focused on managers and supervisors I think it should be spread across other positions.

I am a telecommuter and travel usually every other week for surveys and would love to have seminars offered more often so that I can find a time that is convenient to attend. Doing these meetings via the internet is great but it seems they are only offered once or twice. If they are archived somewhere for future watching then that has never been communicated to me.

Suggest inviting existing employees to virtually attend new team member orientation as a refresher. More opportunities should be open to all positions (not just new employees or supervisors/managers).

I wish there were more workshops employees could attend. A conversation with your direct supervisor is just a conversation. Linked-In is a great resource but many do not know what information is actually out there. Suggested videos or courses for development could be helpful.

A lot of the professional development opportunities are in Jefferson City and not local. It would be nice to offer these opportunities over webex for easier access.

I feel like the offices outside of Jefferson City are often overlooked. There are less opportunities for advancement, which causes people interested in looking for employment outside of the state.

The Breakthrough Leadership program is nice; however, it is limited to those with 3 years or fewer of State experience. I have multiple team members who have more experience; but, the opportunities for professional development are not as attractive. In addition, as a supervisor required to obtain 40 hours of development per year and who does NOT have the opportunity to attend conferences, the opportunities for in-person training is very limited. It would be nice to have options.

I see a lot of attention focused on making leaders out of brand new or fairly new employees, how do you think that feels to the employees that are vested but never given an opportunity for more than entry level. What a waste and shame on you making those employees feel less than.

lacking for regions outside of Jefferson city. Not alot of growth in other regions

professional development opportunities are only available for managers or based on who you know. Supervisors take the opportunities themselves and are unwilling to let their employees participate instead.

Satellite offices outside of Jefferson City tend to be forgotten about when it comes to professional development or any sort of appreciation. More opportunities for ALL state employees would be beneficial to our entire department as a whole.

There are no professional development opportunities unless you want to advance to team leader. The training upon hire and upon transitioning to team leader are inadequate. Why is the state paying people to drive to Jeff City and stay there for these "orientations" that could be done online. Seems like a huge waste of money and resources. More resources need invested into continuing training and education for surveyors.

Besides supervisor and team leads there are no other opportunities unless you move to Jeff City. Team leads are just positions asking for more work out of you.

The new NEO would be an excellent refresher for anyone that has not gone through it. Personally, did not go through any orientation because of COVID, have been helping run internal NEO's the last month and have learned SO much that I know would be beneficial to all staff. I know that's a big ask, but it would be killer!

There needs to be less red tape for professional development opportunities

There is a serious gap between the OA offerings (MO Way, Breakthrough, MLA) and the need for professional development for state employees. Expanding the MO Way participant pool, contracting with a vendor, or enabling agencies to invest in their own development opportunities are the only ways forward. Many agencies are held back when exploring professional development solutions due to the limitations of OA oversight.

I feel like there needs to be more professional development opportunities available to us. I understand there are videos we can watch on Linkin Learning, but a lot of those are outdated.

"Professional development" seems to only mean "management training" and anyone who isn't interested in becoming a manager is left to stagnate.

Many leadership positions can be handled using distributed teams with technology like it is and shouldn't be limited to just Jefferson City applicants only or those willing to move. This disqualifies quality applicants for key roles within the organization.

need more training opportunities for the 80% of department team members who are not new employees, new leaders, or admin professionals

why there are NO opportunities for a lot of us if you don't have a college degree.

We need more opportunities focused on other than "you are new from college/trade school/high school and here is how to grow your skills to be a supervisor". Not everyone aspires to be a formal leader, people should not be thinking that's all there is because opportunities are limited and not everyone will get that chance without having to leave us, and I would like to see more availability of cross-training or opportunities to lead in ways that aren't having to leave work that you might really enjoy to become a

supervisor. We have many experienced team members who are plenty qualified for but aren't applying for supervisory roles if they can avoid it, and it seems like their development is limited to "be a mentor". That's certainly one option, but can some things that often route to supervisors be offered as informal leadership to mid/late-career non-supervisors?

The opportunities are limited to certain areas of topics. There needs to be more variety in the options.

Lots of training for the "soft skills" but very little practical skill trainings. My division is trying to find and offer some but I'm not sure if other divisions are doing the same.

Training is aimed at 10% of employees -- new employees, new leaders. Very few learning opportunities for the other 90% (unless, of course, you use MO Learning). Few other opportunities for the majority -- and it seems like the same hand-picked few get to participate in other professional development opportunities.

I would like engaging professional development opportunities for mid-level staff. New employees are getting Breakthrough Leadership, senior employees are getting Leadership Academy, but there are few opportunities for those in the middle, unless PLDA is earned.

my experience has been that most opportunities are only for the people under 45. The only time an opportunity is offered to someone is if they are under 45 and make it known that they are looking for another job. then the management teams goes above and beyond to keep them. They do not want to hear any one's opinion if it is different from the management staff.

It seems like most opportunities are limited to those in the Jefferson City area. Options available to the other areas of the state would be beneficial.

I don't think employees in St. Joseph realize they have professional development provided by the state. The issue is funding the travel.

There's so much push towards promoting and becoming leadership that there is little effort to improving and effectively doing our current jobs. The majority of the organization will never make it to leadership, many times because they know they are better in support roles. These employees often times feel left behind/ignored.

I think the professional development opportunities are being passed on to the high performers in the office. Wouldn't it make more sense to spread the development out across the board so that lower performing employees can reap the benefits rather than the already high performing employees.

SLIM. OPPORTUNITIES WHILE OFFERED TO EVERYONE, DONT NECESSARILY APPLY TO EVERYONE.

I wish more frontline workers had access to do the bigger training programs like MO Way and Leadership Academy. They should be able to see that they can get these opportunities too alongside being able to get the time off to do them.

not much if you don't know who to talk to seems like everyone gets to go to classes and learn more trades but I asked my supervisors and he just says there full and thats that. There's a lot of guys here I could learn a lot from but we can't stop to train with them

Not everyone has the same opportunities due to their role/responsibilities, location (not including those that work remote), and/or their manager support.

It doesn't feel like there are many or that the ones available are accessible for everyone.

The professional development opportunities are available to us. They are just far and few between. I would like to see more opportunities that apply to "Maintenance Technicians" and not as much of "How to talk to people in an office setting".

I find 99-100% of my own professional development opportunities. They come from other organizations, companies, etc. I have attended several of the Speaker Series and have not found them to be beneficial as a non-supervisor.



“INVEST in MoVEST!”

# Executive Summary

## Overview

Missouri Virtual Empowerment for State Teams, or MoVEST, is a cross-departmental, virtual learning experience that will provide a unique opportunity for all 44,000+ state team members to grow their professional networks, develop new skills, and enhance their abilities.

This innovative program will enable employees to better serve the state of Missouri by improving their performance, increasing job satisfaction, and fostering a culture of continuous learning and growth.

## Key Findings and Recommendations

- Identified the current professional development programs are limited and unable to meet the needs of the thousands of State employees.
- Identified the majority of state-wide and agency-wide professional development programs are geared toward current and future leadership.
- Recommendation is to develop a professional development program for all state employees interested in personal and career development.

## Goals and Objectives



### Employee Development for All

Implementing MoVEST; it is the first program of its kind at the State of Missouri that has no criteria or eligibility barriers to participate for any employee.



### Performance Improvement

MoVEST is designed to empower employees with new skills and relationships that will help them perform better, in turn, increasing organizational performance.



### Improved Job Satisfaction

MoVEST will focus on developing team members' skills and expanding their networks in an effort to increase engagement and job satisfaction.

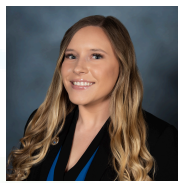
## MoVEST Creators:



Diane Ries  
OA



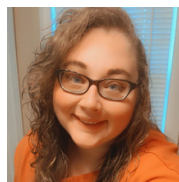
Tynesha Bryan  
MoDOT



Carley Chinnis  
MoDOT

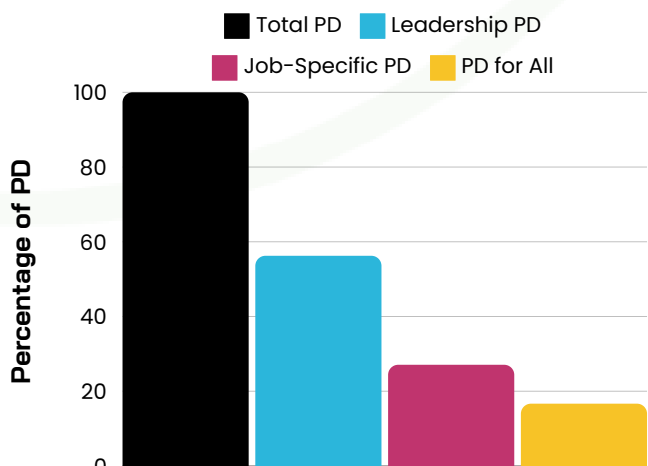


Bri Nicholson  
DESE



Belinda Clinton  
DNR

## Professional Development (PD): All Agencies



\*PD for All: Within an agency, there is a PD opportunity any employee within that agency can utilize.

PROFESSIONAL DEVELOPMENT BY AGENCY



**Statewide Professional Development Opportunities offered by OA:** Missouri Leadership Academy, The Missouri Way, Breakthrough Leadership, MO Learning, Statewide Learning Framework



OA Supervisor Training, ITSD-U (ITSD employees)

MU-MTI classes, Franklin Covey All Access Pass, Supervisor Foundations & Liabilities, MDC Leads (future leaders), Resource Management classes



Accelerated Leadership Development (ALD), Crew Leader Training, High-Performance Supervision, Management Development Institute, Maintenance Leadership Academy, Professional Development Institute, Accelerated PE Cross Training, Registered Apprenticeship Program, Signal & Lighting Tech Apprenticeship, HYPE ERG, CPR/First Aid, Mental Health First Aid



DOLIR Way, DISC for Leaders, Engage Supervisors/Managers training, Fall/Spring Leadership Forums, Monthly Talent Tuesdays

Leadership Essentials Application Program (LEAP), Learning to Lead series, and Core Curriculum series



DMH Way, DMH Event Management Training Series, DMH Director's Leadership Academy (supervisors), DMH Robust Process Improvement, DMH Continuous Improvement Summit, DMH Process Mapping Workshops, Smarter Not Harder Program



Quarterly Management Courses, Quarterly Inservice Courses, Specialty Courses

Coursera Online Learning Platform



Bi-weekly sessions from a course catalog (most are supervisor-only trainings)

Mo Police Chiefs Association Command College, the West Point Leadership Model Program



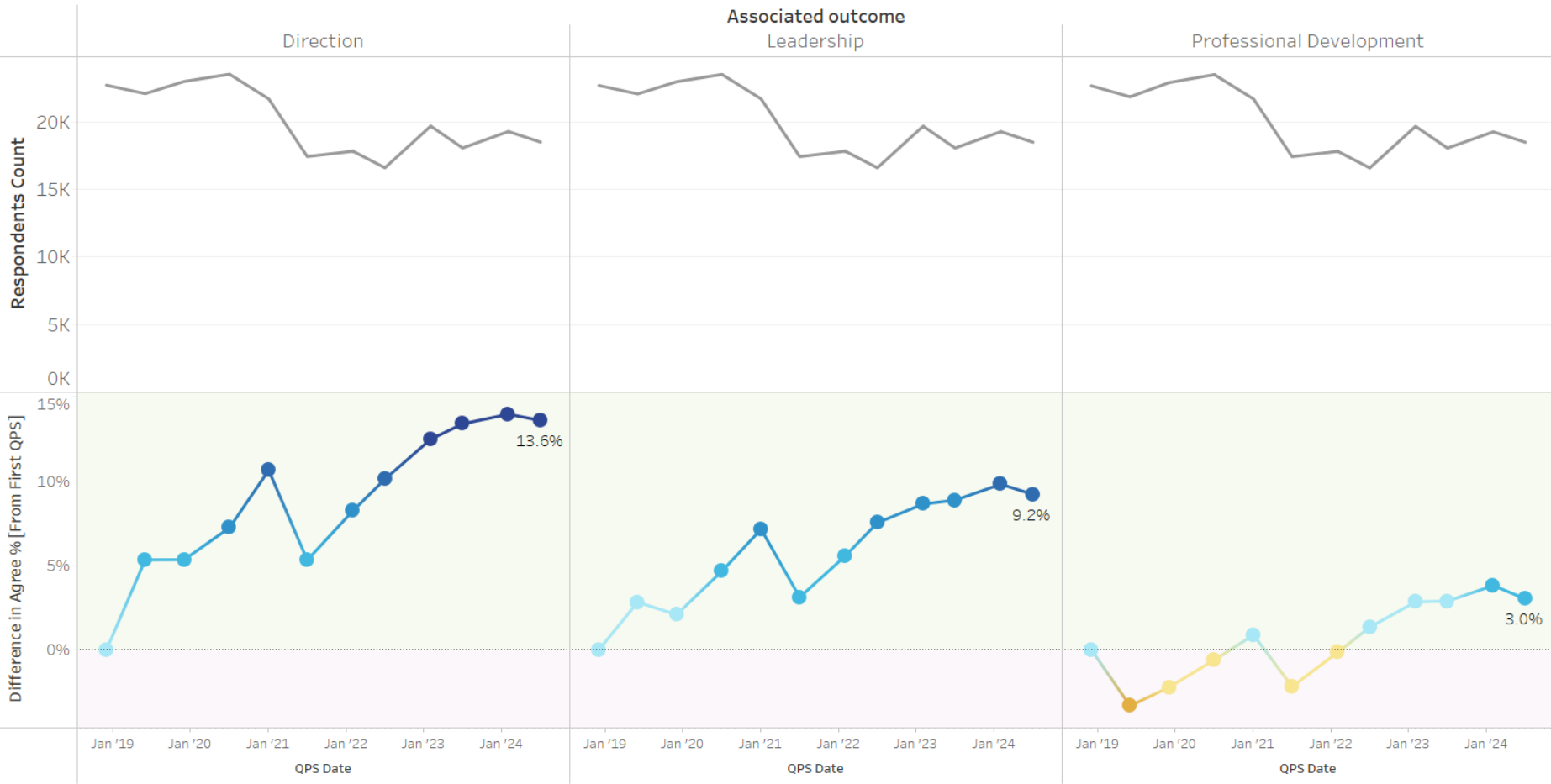
Administrative Professionals Academy, Mental Health First Aid, CPR/First Aid

**No Additional Professional Development Opportunities:**



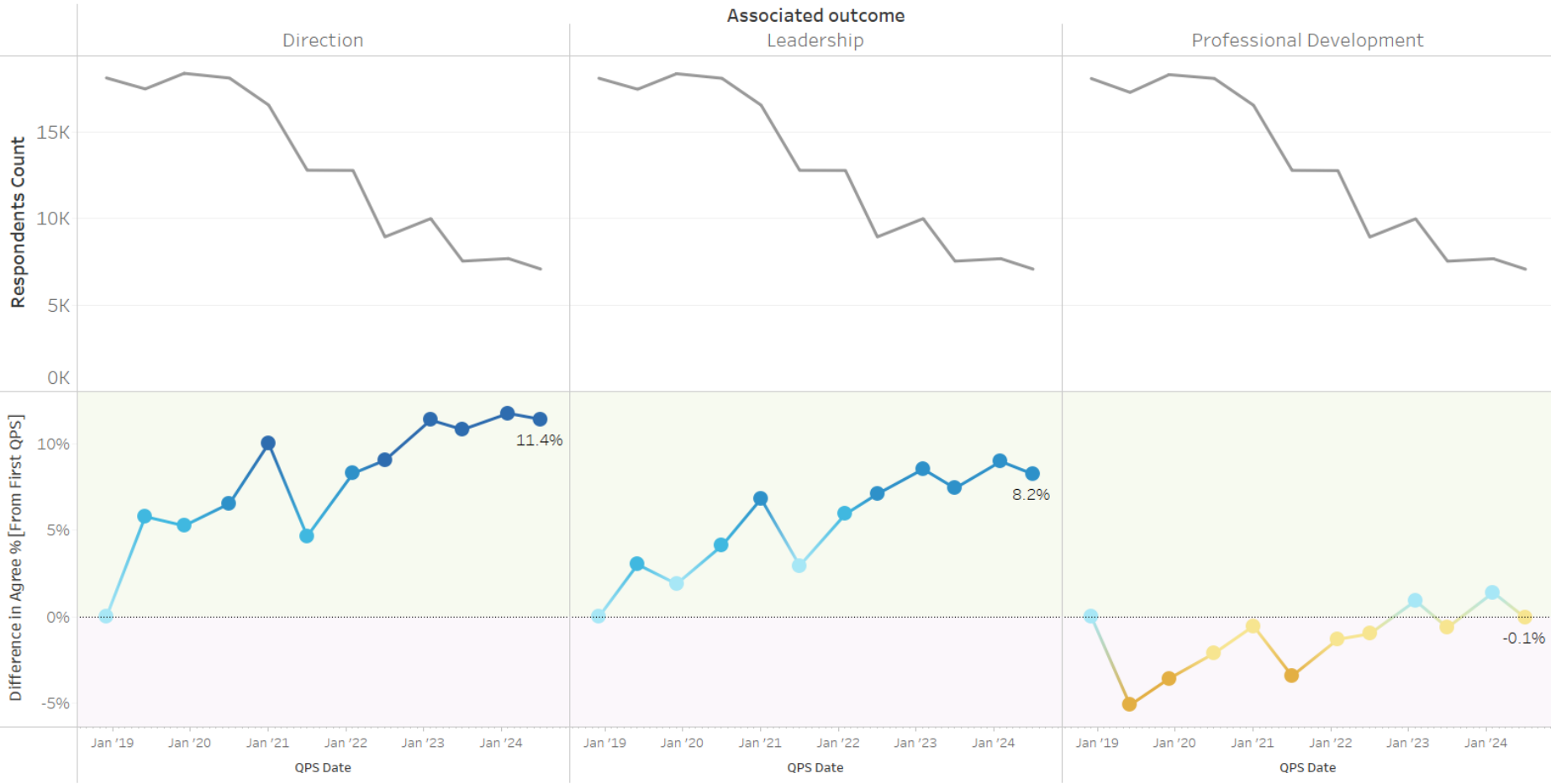
# Charting the Difference in Agreement Rates

Salary: All



# Charting the Difference in Agreement Rates

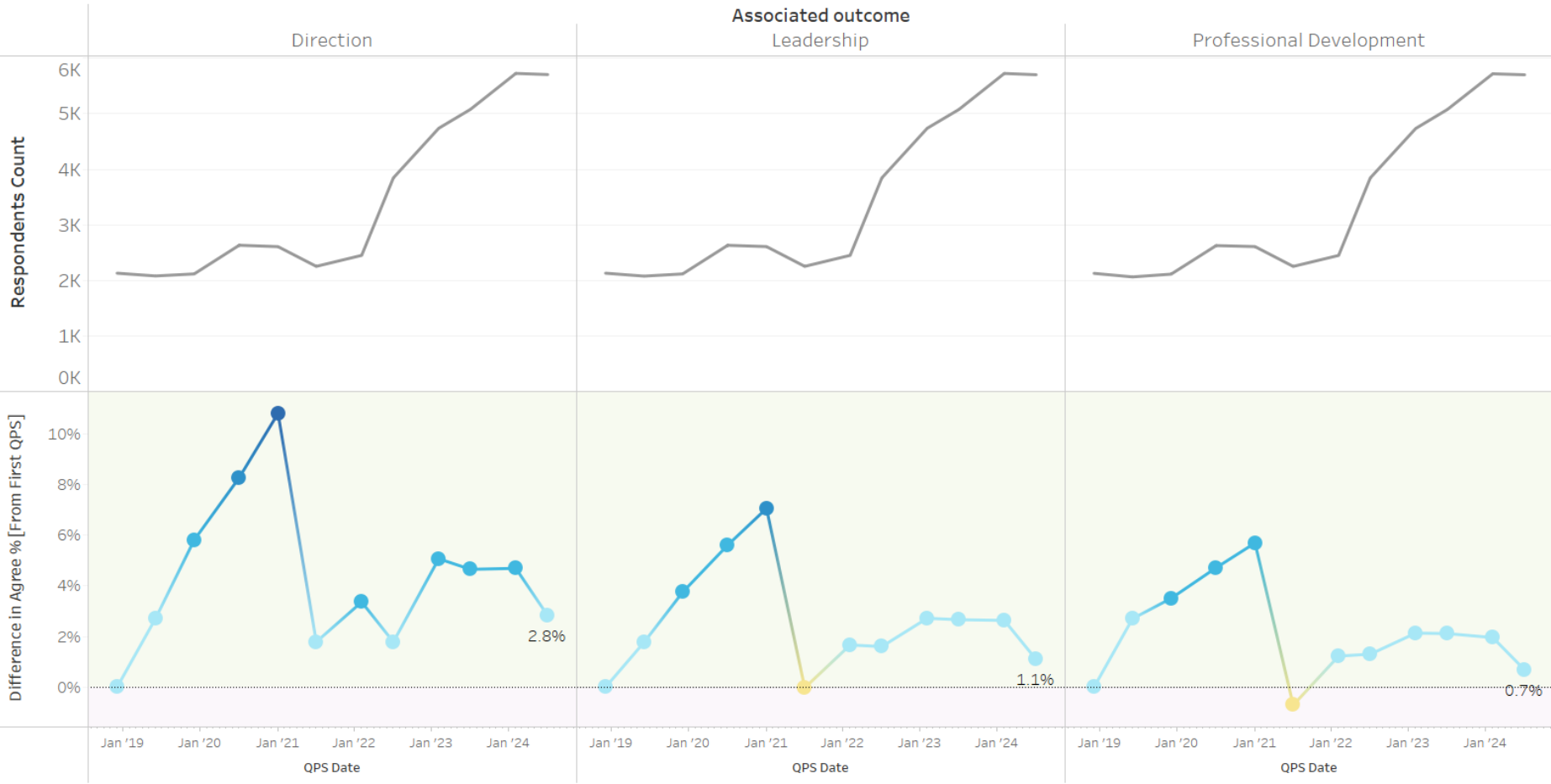
Salary: Less Than \$45,000





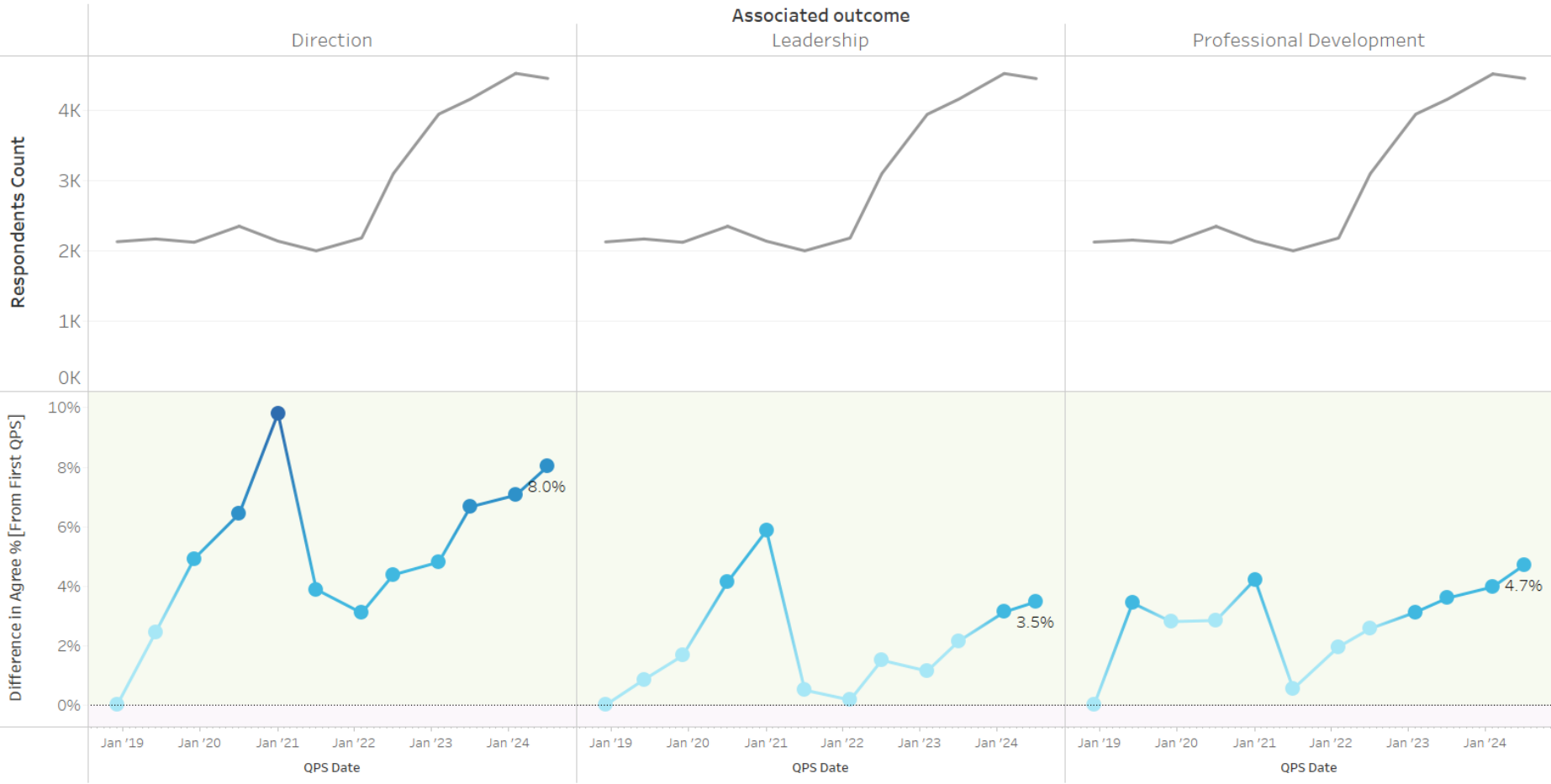
# Charting the Difference in Agreement Rates

Salary: \$45,000 - \$54,999



# Charting the Difference in Agreement Rates

Salary: \$55,000 - \$84,999



# Charting the Difference in Agreement Rates

Salary: \$85,000+

