

Missouri Office of Administration
Commissioner Doug Nelson
Coordinating Board for Higher Education – 1/29/15

Identified Workforce Needs

1. Division of Accounting

- There is a need within the Division of Accounting for more Accounting/Financial majors. We are seeing lots of Business majors, but not as many younger applicants with Accounting or Financial specialties.
 - » *Is this a trend that younger applicants are not specializing?*
- Many of the younger applicants are tech-savvy but conversation-shy.

2. Division of Facilities Management, Design & Construction (FMDC)

- FMDC is finding it nearly impossible to find qualified Mechanical Engineering applicants.
- There is also a continual need for degreed Architects and Structural Engineers, and nearly always a shortage of applicants.
- The trend we are seeing is that many graduates are opting to go to larger cities or the private sector where the pay is better than what we can provide at the state.
- There is also a need for Physical Plant operators with skills in refrigeration mechanics; HVAC techs; stationary engineers; boiler operators; and physical plant supervisors

3. Information Technology Services Division (ITSD)

- The increased reliance on technology over the last several decades has created a demand for a wide range of IT professionals including; web and application developers, web design and front-end developers, web content system managers, mobile application developers; and those with skills in networking, project management and systems engineering/administration.
- The supply of qualified applicants is not enough to meet the demand, which has caused a shortage in the workforce and resulted in continual job vacancies.
- There is always a need for qualified applicants who possess a good attitude; are capable of learning, retaining and applying IT concepts; and have minimal IT education or training.
- The IT jobs are available and not anticipated to go away. Technology is constantly evolving so learning and applying new concepts is an unavoidable requirement.
- Young workers and experienced workers are equally valued.

4. Division of Purchasing and Materials Management

- Focus is on hiring workers with business-related Bachelor's or Master's degree.
- The Purchasing workload continues to grow, so capable applicants with quality work output are more and more important.

Legislative/Administrative Remedies

1. The creation of a robust, paid Internship Program for specific OA job fields in all four departments will give qualified applicants the opportunity to experience state government.
2. Replacement of or changes to the State Merit System would allow for easier hiring processes.
3. Focus on Aptitude and Attitude.
4. We need to address shortage of candidates with mandatory education requirements starting in high school.