Topic of the quarter:
Hiring Strategies for the Workforce of Tomorrow

Diversity & Inclusion Sub-Committee
Robert Maki, CIO
MN.IT @ Department of Natural Resources

MN.IT SERVICES

Diversity & Inclusion Sub-Committee

Robert Maki

Chief Information Officer
MN.IT Services @ DNR

Sub-committee members:

- Robert Maki, CIO
- Matthew Porett, CIO
- Paul Meekin, CIO
- Brian Allie, CIO

Staff:

- Sarah Herder, Affirmative Action Officer
- Jenna Bergmann, Strategic Recruitment Director

Vision

Governor
Mark Dayton

“It’s time we stopped holding our schools and educators solely responsible for closing our state’s opportunity and achievement gaps. Every facet of our society has a part to play. All of us share that responsibility. I want Minnesota state government to lead by example. We have made increasing the diversity in state agencies and services a top priority.”

“One of MN.IT’s top priorities this year is to create a workforce that includes a variety of backgrounds, styles, perspectives, values and beliefs that is representative of the face of Minnesota. This is the spirit of what it means to be part of MN.IT”

Commissioner
Thomas Baden

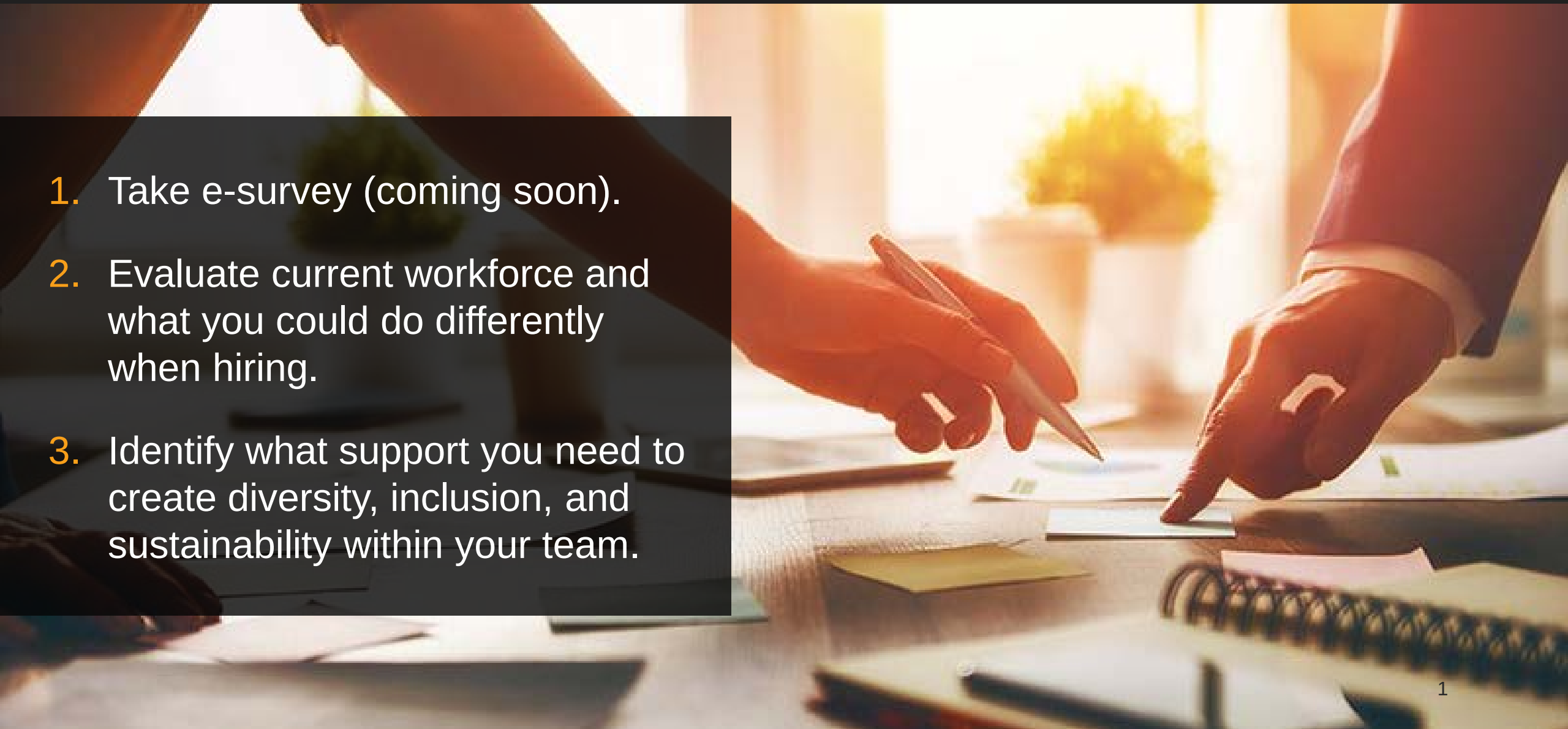
Challenges

- MN.IT demographics misaligned with larger societal composition with regards to age and future diversity
- Need to better prepare for the future:
  - Hiring challenges
    - Tend to fill immediate needs, matches current workforce
    - Bias against entry-level positions
    - Heavily favor experience over education
    - General tendency to hire those that look, act, sound, and work like us, but future workforce different
  - Lack of training programs to support pipeline of talent
- Many managers don’t know about existing recruiting or diversity and inclusion efforts.

Potential Solutions

- Entry-level / “Gateway” positions
  - Identify barriers to hiring at lower levels and try to remove them (survey)
  - More fully utilize intern and student worker programs
  - Trainee/apprenticeship classification
  - Use MNLARS as a pilot in hiring at lower levels and training up
  - Create training programs to develop new and current talent
- Recruitment
  - Communicate current recruitment activities and resources
  - Broaden agency recruitment strategies and hiring criteria
- Retention
  - Create formal career development tracks
  - Training opportunities

Next Steps



1. Take e-survey (coming soon).
2. Evaluate current workforce and what you could do differently when hiring.
3. Identify what support you need to create diversity, inclusion, and sustainability within your team.