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

Diversity & Inclusion Sub-Committee
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Diversity & Inclusion Sub-Committee

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

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“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”
• 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.