Minnesota Workplace Success Stories

Minnesota IT Services

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Target Field

mhta
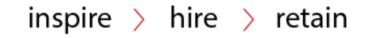Driving Innovation & Technology

Minnesota IT Services (MNIT) is the information technology agency for Minnesota's executive branch. Led by the state's Chief Information Officer, MNIT sets IT strategy, direction, policies, and standards for enterprise IT leadership and planning. We build, maintain, and secure the state's IT infrastructure, applications, projects, and services.

About Minnesota IT Services

Inspire and Hire: Top 3 Challenges

▷ Aging state workforce.

▷ Attracting and inspiring the next generation of the workforce.

▷ Being intentional about the perception of our organization, changing the culture.

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Inspire: Solutions and Programs

▷ Cutting Edge Technology

▷ Connected Culture

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Hire: Solutions and Programs

▷ IT Trainee Program

- Prepares individuals for an entry-level position (ITS 1) with Minnesota IT Services (MNIT).

- Designed to provide a competitive entry-point into state service.

- Includes a focus on providing opportunities to underutilized protected group members who have successfully completed specialized IT training certifications and/or meet the trainee qualifications.

- Consist of 960+ hours of classroom training plus independent work time, module testing and possible retesting to satisfy all requirements.

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Hire: Solutions and Programs

▷ Internships & Student-Worker Opportunities

- The internship work experience (paid or unpaid) is directly related to a specific academic program of an educational institution. The work experience must fulfill an academic requirement and/or result in academic credit from an accredited educational institution.

- Student-Workers don't receive academic credit but are gaining relevant experience within their field of study and are paid positions. Student-Workers are able to extend their roles for up to two years in length.

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Retain: Top 3 Challenges

▷ Lack of women in leadership positions

▷ Diversity of participation in decision making

▷ Inclusivity and equity of opportunities

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Retain: Solutions and Programs

▷ Solution/Program:

- Women IT ChangeMakers

- Employee Engagement Action Plan

- Mentorship

  - Sponsorship

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Retain: Lessons Learned

▷ Hunger for Participation

- Intentionally focusing on the human-centered process

▷ Building a culture of "oneness"

- Strategically implementing programs that are inclusive

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QUESTIONS?

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