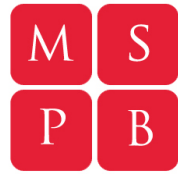


2024

YEAR IN REVIEW



MISSISSIPPI

STATE PERSONNEL BOARD

TRAINING AND DEVELOPMENT

Mississippi LEAD

In January, the MSPB Office of Training and Development launched its first new training program in nearly a decade, Mississippi LEAD (Leadership Excellence and Development). This two-year initiative expands on MSPB's current training programs while focusing on more advanced strategic leadership topics.



MISSISSIPPI LEAD
LEADERSHIP EXCELLENCE AND DEVELOPMENT

CPM Reaccreditation

MSPB's Certified Public Manager® program received reaccreditation from the National Consortium, the governing body that establishes and preserves standards for programs that award the CPM designation. Accredited programs have demonstrated the ability to maintain and improve the effectiveness and professionalism of government managers.



received reaccreditation from the National Certified Public Manager

Increased Training Participation

Training class participants increased from 3,006 in 2023 to 4,179 in 2024. This accounts for a 39% increase in employees attending MSPB training classes.

39%
increase in training participation since last year



NEW WEBSITE

In March, MSPB launched a redesigned website to make it easier for stakeholders to find information regarding job openings, policies, templates, schedules, and more. New features include:

All HR resources in one place

The "State Agency Resources" tab contains quick links to resources including templates, policies, telework information, and training videos.

A user-friendly calendar that is easily filtered

Filter the MSPB calendar by public meetings, training courses, and training electives to more easily find events.

Streamlined career information

The new Career Catalog (previously located at careers.mspb.ms.gov) is now accessible on a quick link on the MSPB home page.



LEGAL SERVICES CONTRACTS

To improve the legal services contract approval process, MSPB implemented several improvements including:

A fillable Word document contract template

Agencies can now customize the template to meet their needs while maintaining template standards.

New contract amount for board approval

MSPB updated its policy to increase the minimum contract value for board approval from \$75,000 to \$100,000.

Required explanation of retroactive contracts

Policy now requires agencies submitting a contract more than 60 days after the proposed start date to submit an explanatory letter to the board as to why the contract is retroactive.

RECRUITMENT INITIATIVES

Inaugural State Agency Job Fair

In March, MSPB partnered with the Mississippi Department of Employment Security, through the Governor's Job Fair Network, to host the inaugural state agency job fair.

This unique job fair featured Mississippi state agencies as the only employers present at the job fair to highlight opportunities within state government. Agencies held interviews at the job fair and hired job seekers on the spot. MSPB's entire classification, compensation, and recruitment team was present for compensation and application evaluation.

36
registered
employers

99
job offers made
at job fair

711
job
applicants

179
on-site
interviews
conducted

3,169
visits to
employers'
booths by job
seekers

348
projected hires
from this job fair
during the next
year



The Mississippi State Agency Job Fair was held at the Mississippi Trade Mart in Jackson. Thirty-six state agencies recruited for entry level to seasoned professional opportunities at the one-day event. With over 700 job seekers in attendance, 99 job offers were made at the job fair.

Statistics are based on responses from 34 agencies. The number of job offers is based on the number of offers, not number of applicants receiving offers (one person could have received multiple offers).

Skills-Based Hiring

In 2024, Mississippi joined the National Governors Association's Skills-Based Hiring Community of Practice. The "Skills in the States" Community of Practice includes 22 states and one territory and convenes periodically to identify and share emerging best practices, challenges, successes, and lessons learned in skills-based hiring.



Increased Efficiency in Hiring Timeline

When agencies recruit for a position via the MSPB website, they are referred a list of applicants when the posting closes. When the list is received, agencies may choose which applicants to interview for the open position.

This year, MSPB reduced the lists' active period from **120 days to 75 days**. Agencies now have 75 days to hire an employee before the list of applicants expires.

Last year, MSPB reduced the time from when an agency submits a job posting to the time it's on the MSPB website from eight business days to one business day.

The combination of these two improvements has increased the speed and efficiency of the state agency hiring process.