



Federal Consortium for Virtual Worlds
2009 Conference



Second Life - Missouri



Agenda

Introductions

Challenges

Issues

Accomplishments



Introductions

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State of Missouri

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Challenges

1995
*35,000 IT
grads in US*

2003
*26,000 IT
grads in US*

2006
*25,000 IT
grads in US*

PLUS...
*Baby Boomer
retirement*



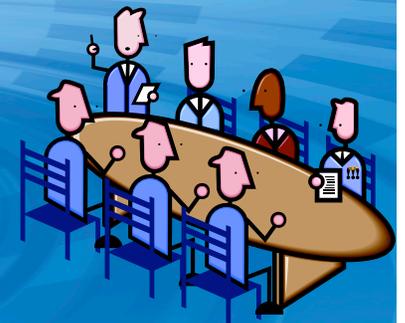
Missouri IT's Initial Stages

The Problem

- No recruiting strategy
- Not consolidated in recruiting efforts

The Solution

- Form committee – IT-wide reps
- Set mission and strategy
- Recruit volunteers
- Assign teams





Early Activities

- Job Fairs
 - 12 post-secondary institutions; local city sponsored
 - Openings to post-secondary institutions' career placement offices
- Worked with NASCIO's workgroup on hiring and retention
- Established a new entry level hiring process
- Create an IT careers website for use by all agencies
- Facebook presence online





IT Careers Web Site

The New State of IT
Are you ready for the challenge?

Missouri Information Technology Careers

[Home](#) | [Job Opportunities](#) | [How to Apply](#) | [Benefits](#) | [Calendar](#) | [Links](#) | [About Us](#) | [About The Area](#) | [News](#) | [Contact](#)



JOB OPPORTUNITIES

Access our current job opportunities and see what Missouri State Government has to offer.



HOW TO APPLY

FAQ's for application process

[Online Application](#)



ABOUT US

Find out more about the state agencies that support Missouri's businesses and citizens.



ABOUT THE AREA

Learn about our local area and what mid-Missouri has to offer.

IT Careers that make a difference!

Today, technology is the backbone that supports every major social and economic program in your state. Our technicians are a vital part of keeping children safe from abuse, helping businesses develop and thrive, and providing quality education from kindergarten to college.

If you are looking for a career where your work truly matters then we invite you to explore the numerous available positions building the systems that serve the public good. Our award winning environment will not only challenge you, but you will have an immediate opportunity to make a difference!

We are an Equal Opportunity Employer. We employ individuals on the basis of qualifications without regard to age, race, color, creed, sex, religion, national origin, or disability.

Missouri State Government
IT Community





facebook

facebook

Home Profile Friends Inbox

Paul Wright Settings Logout

Search



State of Missouri - Information Technology

◀ Browse more Services



Edit Page

Edit Admins

When: 9:00AM Wednesday, September 17th
Where: MSU Campus

Information

edit

Website: <http://IT-Careers.mo.gov>

The Wall

edit X

Displaying all 4 wall posts

See All

Write something from State of Missouri - Information Technology...

Post

Mini-Feed

Displaying 5 stories

September 29

State of Missouri - Information Technology wrote on its wall at 10:00am

State of Missouri - Information Technology wrote on its wall at 9:55am

State of Missouri - Information Technology created an event

X Applications Menu

World Job Fair

Events

edit

2 upcoming events

See All

State Career Fair

Saint Louis, MO

Today, October 14 at 10:00am

Inclusion & Diversity in the W...

Jefferson City, MO

Thursday, October 30 at 10:00am

Second Life Link

X

View your Second Life friends who are currently online here



State of Missouri - Information Technology wrote at 10:00am on September 29th, 2008

Here is a local news story of our Second Life hire.

<mms://wmvstream.dese.mo.gov/komusecondlife>

Delete



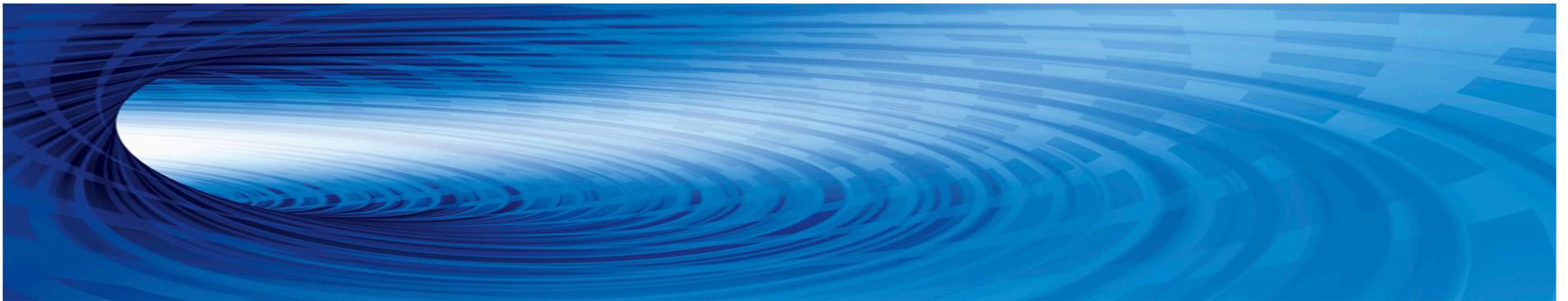
State of Missouri - Information Technology wrote at 9:55am on September 29th, 2008

See the article from Government Technology magazine about our first hire from Second Life.



Expanding Out...Virtual Recruiting

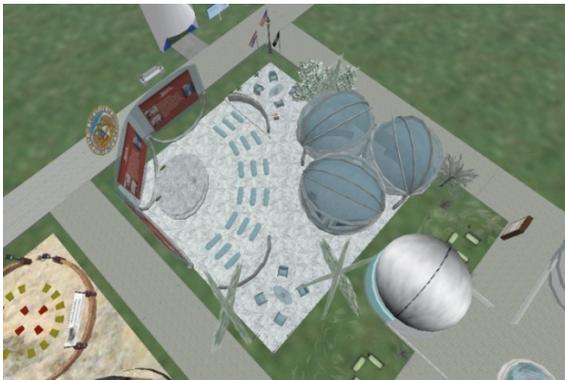
- Fortune 100's actively using Second Life for recruiting efforts.
- Demographics showed 20-30 age range, technically skilled.
- For little cost recruit candidates locally, US and internationally.
- Could not get the wide exposure with normal job fairs.
- Can not get interaction with web or other social nets.



Missouri's Second Life Site



- **Started Nov. 2007**
- **Located Eduisland 3**
- **1,025 visitors to-date**



Missouri's Second Life Site



Missouri's Job Fair Outcomes



- 3 job fairs held
- International attendance
- Two people hired





Issues

Security

Bandwidth

Who Should Have Access?

How is it Paid for?



Accomplishments

SL: In-World Job Fairs

- Completed 3 (Feb, June, Sept)
- First hire in Sept 2008
- Advertising is the key!

Employee Use Guidelines

- Looked at existing
- Used RL policies

Employee Authorization Form

- Approval at dept level
- Custom last name (MissouriGov)
- Central coordinator to establish avatar



Q&A

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Madison Lyle, Jedadiah Juran

