

# 2025

## YEAR IN REVIEW



# MISSISSIPPI

## STATE PERSONNEL BOARD

## Training and Development Initiatives

### New Hands-On Training Program Launches

In March, MSPB's Office of Training and Development launched the Mississippi Continuous Improvement Program (MS-CIP), its newest training and development initiative.

# MS-CIP

MS-CIP is an intensive, hands-on program that provides training in project management, process improvement, and change management. Designed for state employees responsible for driving continuous improvement within their agencies, the program guides participants through each phase of a real-world project from start to finish.

**MISSISSIPPI CONTINUOUS  
IMPROVEMENT PROGRAM**

Teams from eight state agencies applied these principles to plan and implement meaningful, real-world improvements within their agencies and presented their final projects in December. Participants estimate that streamlined processes will generate nearly \$500,000 in total cost savings.

### Enrollment Continues to Increase

Training class participation grew from 4,179 in 2024 to 4,993 in 2025.

This represents a 19.5% year-over-year increase in employees attending MSPB training classes. Furthermore, since 2023, training course attendance has seen a 66% total increase.

**66%**  
increase  
in training  
participation  
in the past  
two years

### First LEAD Cohort Completes Program

In December, the inaugural Mississippi LEAD cohort became the first group to complete the two-year LEAD program. Launched in 2023, Mississippi LEAD is designed to strengthen the leadership skills of state government executives through monthly webinars and quarterly events.



**MISSISSIPPI LEAD**  
LEADERSHIP EXCELLENCE AND DEVELOPMENT

## Inaugural State Government Intern Summit



MSPB and the Mississippi Department of Archives and History joined forces in July to launch the inaugural Intern Summit, welcoming more than 100 students to explore the rewards of state government careers. The Summit brought together more than 100 student interns for a full day of learning, networking, and exposure to careers in public service. Interns participated in sessions focused on job searching, interviewing, and the benefits of a career in state government. In addition, agencies hosted an agency information fair, allowing interns to explore employment opportunities across state government.

# 2025 Year in Review

## First Public Cloud Job Family in the Country

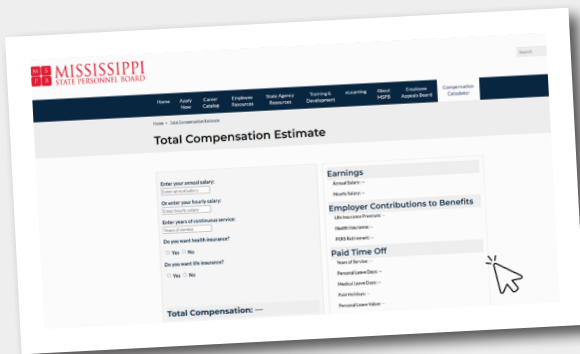
In January 2025, MSPB launched the first public sector Public Cloud job family in the country.

Employees in Public Cloud job classifications are responsible for the design, implementation, management, and optimization of an organization's public cloud systems.

There are five public cloud specialists employed by the Department of Information Technology Services.



## New Total Compensation Calculator



In April, MSPB created a total compensation calculator for current and prospective employees to illustrate the total value of state employee benefits. The calculator estimates the total value of an employee's compensation based on salary and years of continuous service. The estimate considers the value of an employee's salary, insurance, retirement, and paid time off including leave and holidays.

The calculator is located on the home page of the MSPB website and is available for all current and future employees to explore the total value of state employment.

## Recruitment Initiatives

### More Options for Agencies

MSPB updated its policies to authorize the use of other competitive recruitment methods in addition to the MSPB job board including:

- External job boards
- Agency websites
- Career fairs and hiring events
- College and university outreach
- Professional associations or industry-specific platforms

This gives agencies greater flexibility to recruit in the most effective way based on the unique needs of each position.

### Annual State Agency Job Fair

In collaboration with the Mississippi Department of Employment Security, MSPB hosted the second annual State Agency Job Fair. More than 430 job seekers attended, and 31 state agencies participated with booths highlighting career opportunities in Mississippi state government.

During the event, agencies conducted 72 on-site interviews and extended 40 job offers to applicants. MDES estimates that an additional 173 new hires will result from the job fair over the next 12 months.

