

There is no consistent training model or tracking of training accomplishments

66%

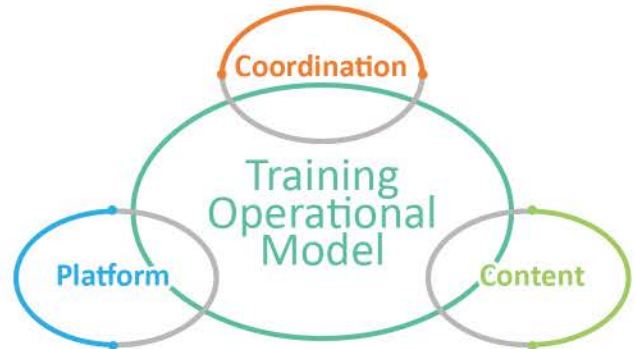
Management training rule (1 csr 20-6.010) includes leadership competencies that 66% of employees surveyed had not heard of them.

12

Over 12 different training policies across 16 Departments.

21%

Replacement cost of 21% of employee's salary.



Development of Statewide Training Coordinator position and Training Oversight Committee made up of representatives of each Department

Liaisons for all training development, updates, tracking

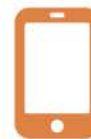
Successful training delivery in other organizations includes:

- Student centered learning
- Strategically timed, designed and standardized content

Recommend moving to a single Learning Management System (LMS) for statewide use



Include flexibility for departments to administer department-specific content in terms of delivery and reporting.



On-demand Mobile training.

The LMS would contain standardized and consistent content on subjects like:
 DIVERSITY • WORKPLACE VIOLENCE PREVENTION • CYBERSECURITY • SEXUAL HARASSMENT PREVENTION
 STATE GOVT 101 • ENGAGE • GOAL SETTING • TIME MANAGEMENT SKILLS • PROJECT MANAGEMENT • ETHICS
 LEADING INNOVATION