

2015-2017 Affirmative Action Planning (AAP) Sessions Training Evaluation Summary

Was this session helpful for you to complete your agency AAP?

Excellent	Good	Fair	Poor
18	19		

Helpfulness Comments:

- Provided details on the expectations
- Provide useful information to begin process
- The purpose and methodology for the report was clearly articulated and DAS made sure to assure us they are able to help us with this process
- Much less cumbersome than “old” process
- Did not seem prepared for basic questions
- Very helpful, very organized. Much better information than we have received in the past
- Very straight forward and informative
- Examples were very helpful. The Q&A allowed us to ask specific questions
- Training very good and informative. I also like the new features that have been added to the plan
- Still need clarification on reporting by counties

Material presented for this training session

Excellent	Good	Fair	Poor
19	18	1	

Materials Comments:

- Provided good examples and guides
- The packets appear to have all of the information needed to complete these reports and the website was demonstrated
- Website was demonstrated
- Need to clarify page 12 of the instructions to show all six (6) reports
- Great – very helpful
- Plenty of examples and explanations
- Having topics to take with us and refer to is very helpful
- Very detailed
- Some documents were small print had hard time reading

Did the session meet your expectations?

Excellent	Good	Fair	Poor
15	22		

Expectation Comments:

- Cleared up a lot of questions
- Everything was clearly explained and gave me a good “base” for knowing what is expected and when
- Exceeded it!

Training Evaluation Summary

-2-

- Very informative
- Although I traveled 100 miles to attend, I believe physically attending the meeting helped me to understand what's required as well as some challenges
- EOD staff took time out to answer my concerns & questions. Made me feel comfortable about the new process excellent customer service

Additional ideas, comments, suggestions:

- Very helpful information
- Provide a brief overview of what is expected in the AAP planning sessions
- Would love to receive instructions on how to run the "Workforce Comp" report by statistical area
- Need to "alpha" organize name tags and check-in list
- Q. Do I run an SLA or MLA for one (1) hiring location w/ 30 employees who work from home (in various counties in Ohio)
- For small agencies the "All Minorities" report is a better standard than each individual category. It's not possible to have staff in every minority group
- Is there a way to figure out who our unknowns are?
- Effective dating on the changes on the unknowns will impact the validity of the report
- More information on how to pull needed reports
- Q. All classification report, percentage difference significant level?
- Very informative. Good session. Very helpful
- How will external/satellite areas be reviewed? Do we take location into account?
- Does the "areas of improvement" take into account probations with the Collective Bargaining Unions?
- CSA Affirmative Action Plan for B&C – discuss plan
- What about job categories that don't apply eg. "service and maintenance"
- Employees with 2 or more races are our "unknown". Legal has instructed us not to use "visual survey"?
- Very helpful to have the direction prior to completing the documents
- Webinar instead of in person
- Would resident incentive therapy veterans need to be included in classification of race as identified in the agency workforce composition report
- Visual ID for employees who refuse to self-identify race if they are multi-racial
- I like the idea of having a career fair
- DAS/EOD host minority job fairs around the state to help with recruitment
- Thanks for refining this process. I look forward to this process
- A job aide of how to enter this information into OAKS
- DAS/EOD Host Minority job fairs around the state to help agency with recruitment. Speak to agency Directors about the importance of diversity within the executive and managerial ranks and set goals for them. Encourage agencies to create diversity committee
- How are reports done if you have multiple facilities in the same county? We have 10 developmental centers