Getting to know each other

Find those in the room with the same number as you and answer the questions below.

1. What do you like most about this time of the year?

2. How does your role have an impact in state government?
Vision
Support a statewide high performance workplace.

Mission
Enhance employee and organizational performance through strategic partnerships and collaboration.
Purpose
To engage a community of professionals committed to strengthening the talent of State of Ohio employees. Also, to share innovative ideas, information and best practices related to decreasing performance gaps and training development needs.

Our Focus
- Performance Management
- E-Learning
- Communications
- Training and Development
- Collaborative Partnerships
Roles & Responsibilities

**TDC Steering Committee**
(Selected by areas of expertise)

- Assist in developing enterprise-wide initiatives
- Commit to monthly meetings (1.5 - 2 hours)
- Participate in meetings via conference calls or in person (30 min.)
- Provide monthly status reports on the initiatives (30 min.)

**Agency TDC Liaisons**
(Selected by HR Administrators)

- Stay current with TDC activities via website
- Serve as SMEs on an as needed basis (1 hour per month)
- Attend large events when new initiatives roll out (every 6 months or as needed, for 2 hours)
- Serve as conduit of information
- Inform Agency HR Administrators
Talent Development Resource Survey Results
Who Responded to the Survey

• 31 cabinet-level agencies, boards and commissions were surveyed.
• 20 responded.
• 19 of those 20 responding answered the survey questions.
• More than a 3rd of the agencies responded – good results.
Responding Agencies

- Admin Services
- Aging
- Agriculture
- Arts Council
- Board of Nursing
- Budget and Management
- Commerce
- Environmental Protection Agency
- Ethics Commission
- Industrial Commission
- Insurance
- Job and Family Services
- Medicaid
- Medical Board
- Public Safety
- Public Utilities Commission
- Rehabilitation and Correction
- Workers’ Compensation
- Youth Services
Type of Trainings Provided:

- 15 of 19 agencies offer instructor-led training
- 8 of 19 agencies offer eLearning
- 8 of 19 agencies provide webinars for training
50% of the responding agencies employ 94% of our trainers
Certifications Held by Trainers

<table>
<thead>
<tr>
<th>Agencies Responding</th>
<th>14</th>
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<tbody>
<tr>
<td>Category</td>
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<td>True Colors</td>
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<td>Other (Misc.)</td>
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<tr>
<td>Grand Total</td>
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</tbody>
</table>
How Many Agencies Would Participate in a Statewide Train-the-Trainer Program?

- 15 agencies would be interested in participating
- Only four (4) agencies have offered this in the past
How Many Agencies use Training Metrics?

- Nine (9) agencies use metrics.
- Eight (8) of those nine (9) agencies utilize evaluations or surveys at the conclusion of classes.
- Two (2) use Level 1 evaluations.
- Two (2) use Level 3 evaluations.
- One (1) uses Level 2 evaluations.
Other Resource Results

• 16 agencies use SME’s to deliver content.
• 10 agencies use SME’s for instructional design content.
• Eight (8) agencies have eLearning developers.
• Eight (8) agencies are willing to share training content.
• 12 agencies allow other state agency employees to attend training.
• Five (5) agencies allow their trainers to train for other state agencies.
Shareable Classrooms

- 11 agencies have shareable classrooms available.
- 11 provide projectors and computers.
- 10 have screens available.
- Nine (9) have Wi-Fi available.
- Nine (9) have whiteboards available.
- Four (4) have free parking.
- Seven (7) allow food in rooms.
- 10 have proximity to food at their facility.
- Five (5) have security measures in place to access classrooms.
- Six (6) have rules for classroom use.
- Seven (7) have computer labs available.
  - Most of these have 12 computers per room.
Trainers Understanding of Competency Development?

- Four (4) have exceptional understanding.
- Five (5) have good understanding.
- Four (4) are neutral.
- Four (4) have some degree of understanding.
- One (1) has no understanding.
- Two (2) did not respond to this question.
TDC Focus Areas Aligned with Current Agency Initiatives

- Performance Management – 14
- Training and Development – 10
- Communications – 9
- eLearning Technology – 6
- Collaborative Partnerships – 9
Best Methods to Communicate TDC Updates

- Email – 16
- Agency HR Administrator Meetings – 12
- DAS – HRD Newsletter – 9
- DAS – TDC Website – 6
- TDC Newsletter – 6
- Webinar – 6
- DAS – HRD Conference – 4
- SharePoint Site – 2
- Agency Management Meeting – 2
- ELM Training Overview – 0
High Points of Survey Results

- 50% of all agencies provide 94% of instructors, there is a clear need for additional statewide instructors
- Need a common language regarding the type of trainings
- With the decreasing number of instructors at agencies, agencies maybe leaning towards e-learning for training needs
- An increase use SMEs in agencies for training
- Promote a statewide Train-the-Trainer Instructional Skills Course to provide consistency in training
- Identify those agencies with courses that can be share
- Provide trainings that align with the competency needs of employees
  - continue to promote further education on promotional opportunities for current employees
Five Focus Areas

- Performance Management
- E-Learning & Technology
- Collaborative Partnerships
- Training & Development
- Communications

TDC Steering Committee

Sub-Committee Reports
Focus Areas: Sub-Committees

Communications
- **Key Initiative:** Promote and Market TDC

Training & Development
- **Key Initiative:** Train-the-Trainer Program
Focus Areas: Sub-Committees

Collaborative Partnerships

- **Key Initiative:**
  Identify Executive and Senior Leadership Competencies for Learning and Development

Performance Management

- **Key Initiative:**
  Competency Development Guide
Focus Area: Sub-Committee

e-Learning & Technology

Key Initiative:

• e-Learning Design and Development Guide
• Features and benefits
• Review process and timeline
Talent Development Community

“Enhancing Performance through Strategic Partnerships”