



Office of Talent Management
Talent Development Community

April 6, 2017



Vision

Support a statewide high performance workplace.

Mission

Enhance employee and organizational performance through strategic partnerships and collaboration.



Talent Development Action Items

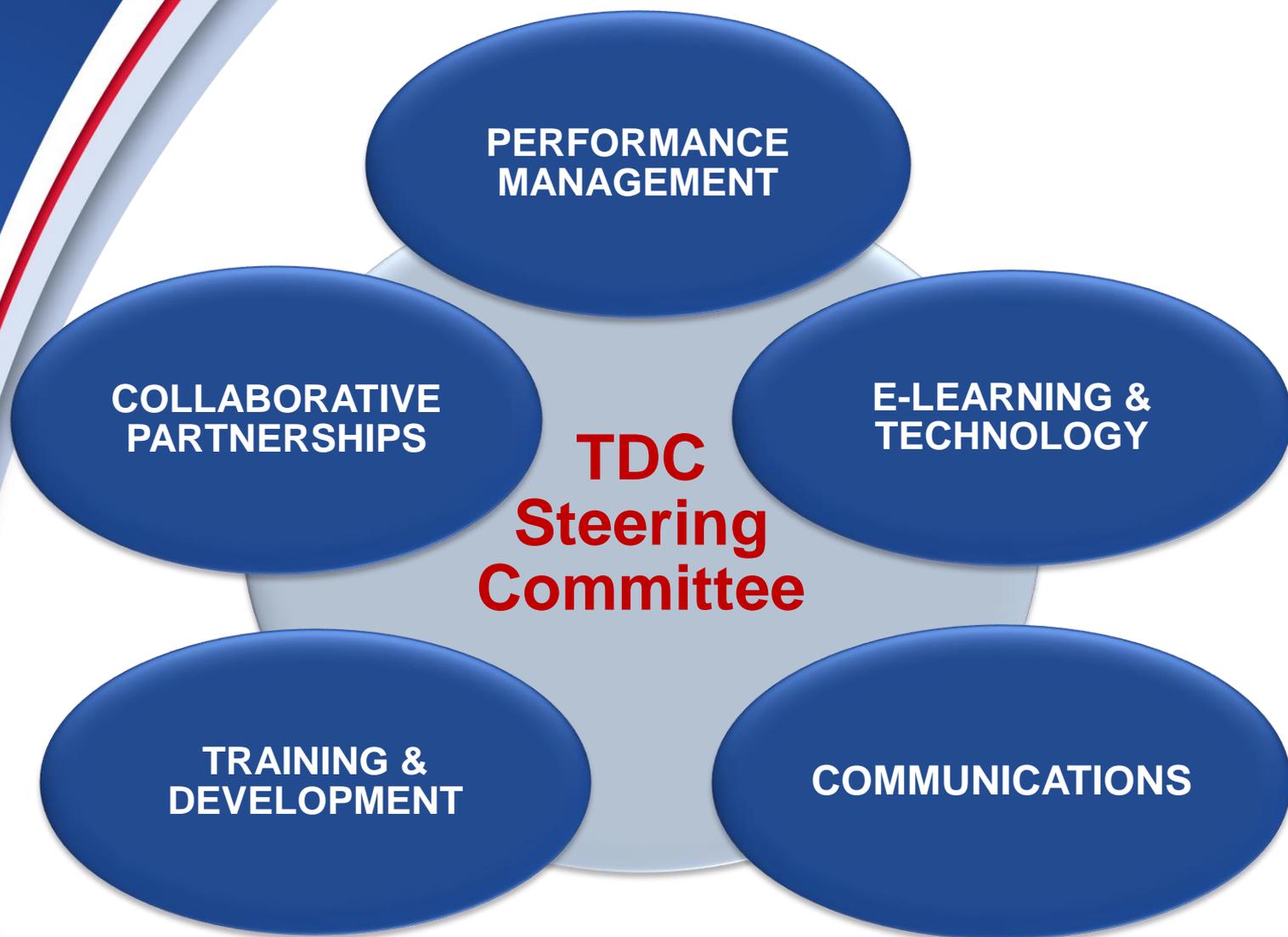
Priority	Action Item	Sub-Committee
1.	Establish a clearing house of training materials and maintain a registry of trainers to include the various training certifications. (Survey: Q2, 4, 5, 6, 9)	E-Learning, T&D
2.	Develop a strategy to increase e-learning training opportunities. (Survey: Q21)	E-Learning, T&D
3.	Assist agencies in communicating enterprise wide the various training offerings including e-learning. (Survey: Q2)	Communications



Talent Development Action Items

Priority	Action Item	Sub-Committee
4.	Identify, develop and make available basic competency training tools to employees to increase understanding and awareness of competencies. (Survey: Q17,18, 20)	Performance Management
5.	Create a glossary of terms to establish a common language as it relates to talent development and training. (Survey: Q2)	Communications
6.	Provide an overview of information on the Kirkpatrick Evaluation Approach to help agencies understand the key metrics for tracking training outcomes. This will help to educate agencies when creating standard training metrics. (Survey: Q8)	Collaborative Partnerships

Five (5) Focus Areas



Sub-Committee Reports





Focus Areas: Sub-Committees

e-Learning Technology

- **Key Initiative:**
e-Learning Design guide

Communications

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





Focus Areas: Sub-Committees

Training & Development

- **Key Initiative:**

Train-the-Trainer Program

Collaborative Partnerships

- **Key Initiative:**

Executive Leadership Development

Kirkpatrick Overview





Focus Areas: Sub-Committees

Collaborative Partnerships

- **Key Initiative:**

Kirkpatrick's Evaluation Approach



DONALD L KIRKPATRICK

- “Evaluating Training Programs:
The Four Levels”
- 1959 – series of 4 journal articles
- Book finally published in 1994
- How do you evaluate effectiveness?



THE FOUR LEVELS

Level 1: Reaction

- Measures customer/learner satisfaction
- To measure, learner must complete the post course evaluation survey

Level 2: Learning

- Determines learning to extent of attitudes, increased knowledge or increased skills

Level 3: Behavior

- Defines the extent to which change in behavior has occurred

Level 4: Results

- Measures the final results that occurred because the person attended a training session
- Usually seen as an increase in production, work quality or turnover

CAN YOU START WITH EVALUATION?

Planning with Evaluation in Mind

- Return on Expectations (ROE)
- Planning can start with Level 4
- Not until step 5 do we look at building the tools and measurement plans

Step	Level	Action
1	Level 4: Results	Determine what success will look like.
2	Level 3: Behavior	Determine critical behaviors and organizational drivers required to achieve that success. <i>Critical behaviors</i> are applied back at the job to bring about the desired outcomes. <i>Organizational drivers</i> are actions and processes by coaches, mentors, and peers that reinforce critical behaviors.
3	Level 2: Learning	Determine the required Knowledge, Skills and Abilities (KSAs) needed for performing the new on-the-job behaviors.
4	Level 1: Reaction	Determine the learning environment and conditions that will support learning effectiveness and enjoyment. <ul style="list-style-type: none"> • Environment is the location and mode of the training. • Conditions are prerequisites for ultimate success (i.e., corporate culture, participant readiness).
5		Design and build the learning program to achieve the targeted outcomes. <ol style="list-style-type: none"> 1. Determine the best way to measure each of the four levels. 2. Build the tools and measurement plan to be used.
6		Deliver the learning program.

POST-TRAINING ASSESSMENT TOOLS

Level 1: Reaction

- Surveys and Happy Sheets



Level 2: Learning

- Tests and Quizzes



Level 3: Behavior

- Observations and Interviews



Level 4: Results

- Data and Reporting





Focus Area: Sub-Committee Performance Management



- **Key Initiative:**
 - Competency Development Guide
 - Features and benefits
 - Activity



OHIO EXECUTIVE MASTER OF PUBLIC ADMINISTRATION PROGRAM



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OEMPA AT A GLANCE

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- Courses meet just three weekends per semester at our new Dublin Center, with a unique combination of residency-based learning and online interaction
- Two-year, 36 credit hour program with no GRE required. Students take two classes per term.



WHO ARE OUR STUDENTS?



- At least three years of work experience
- From the following career paths:
 - ✓ Nonprofit/Non-governmental organization
 - ✓ Public sector
 - ✓ Local, state or national government
 - ✓ Active duty and veterans of U.S. Armed Forces
 - ✓ Law enforcement / public safety services
 - ✓ Public agencies

CURRICULUM

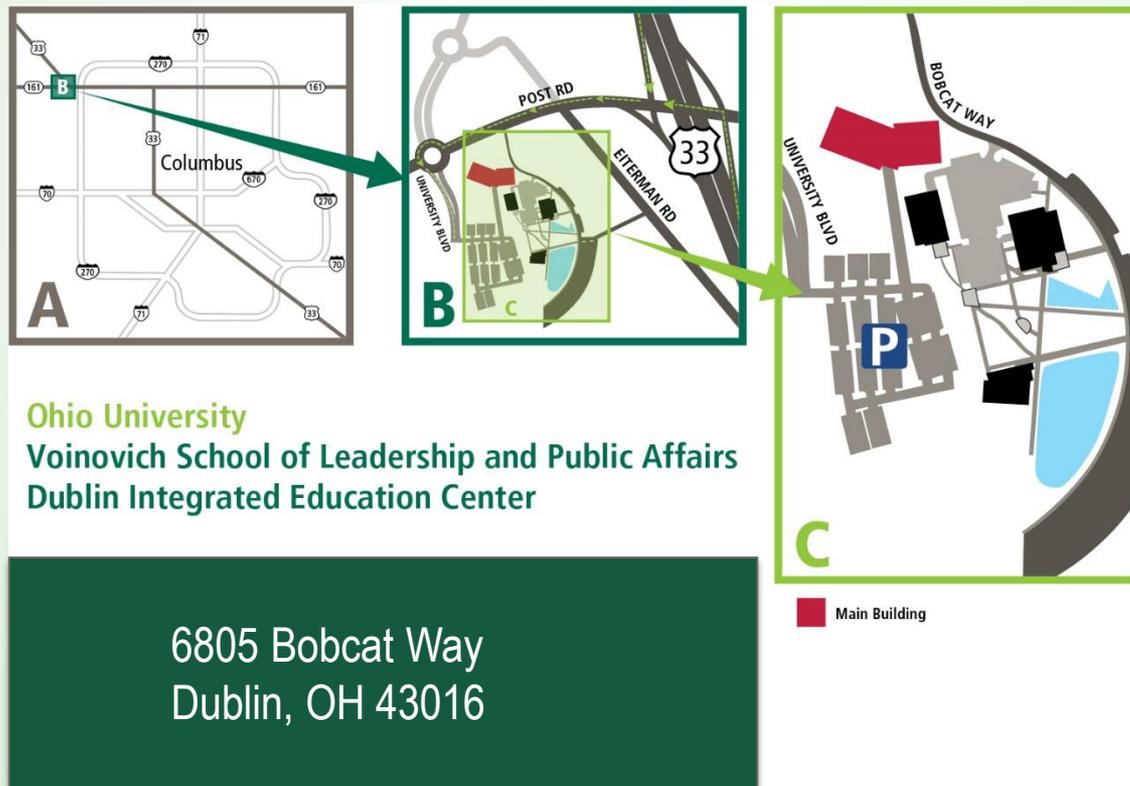
Executive Master of Public Administration (36 Total Credits)

TYPICAL OEMPA COURSES

MPA 6200	Foundations of Public Administration	3 credits
ELIP 5180	Professional Writing in Public Administration	1 credits
MPA 5900	Special Topics Workshop: Excel	1 credits
MPA 5580	Public Sector Program Evaluation	3 credits
MPA 6010	Research Methods in Leadership and Public Affairs	3 credits
MPA 5590	Measuring Outcomes in Public and Non-Profit Organizations	3 credits
MPA 5860	Public Budgeting	3 credits
MPA 5850	Policy Analysis for Public Affairs and Leadership	3 credits
MPA 5900	Special Topics Workshop: Grant Writing	1 credits
MPA 5900	Special Topics Workshop: Project Management	1 credits
MPA 5900	Special Topics Workshop: Public Economics	1 credits
MPA 5900	Special Topics Workshop: Crisis Management	1 credits
MPA 5810	Public Private Partnerships	3 credits
MPA 5140	Organization Theory and Politics	3 credits
MPA 5890	Non-profit Management	3 credits
MPA 6800	Seminar: Public Administration	3 credits
	Graduate Total Credit Hours	36 credits

NEW! DUBLIN CENTER

Only Executive MPA Program in Central Ohio



OHIO
UNIVERSITY

VOINOVICH SCHOOL OF LEADERSHIP AND PUBLIC AFFAIRS

READY TO APPLY?

Admission Requirements

- At least three years of professional experience
- Bachelor's degree from an accredited institution
- Official transcripts
- Letter of intent/personal statement
- Resume
- Three letters of recommendation
- No GRE/GMAT required



Apply Now!

We accept applications at any time, but please consider these upcoming deadlines:

Start Date

Summer Term – June 23, 2017

Fall Term – September 15, 2017

Spring Term - January 26, 2018

Application Deadline

June 2, 2017

August 11, 2017

December 1, 2017

Ready to apply? Visit ohio.edu/graduate/apply

ABOUT THE VOINOVICH SCHOOL



- Finds researched-based solutions to challenges facing communities, the economy and the environment
- Blends real-world problem solving and government, nonprofit sector and industry partnerships with education
- Students are offered unique learning opportunities as they prepare for careers serving the public interest

QUESTIONS?



OHIO
UNIVERSITY

VOINOVICH SCHOOL OF LEADERSHIP AND PUBLIC AFFAIRS



State of Ohio Talent Development Community

Marie Leitao, Regional Account Executive

Tom Sharp, Customer Success Consultant

Matt Kenslea, Vice President Education and Government

April 6, 2017

Agenda

- Skillsoft Solution Overview
- Business and Professional Skills
- Leadership Channel
- IT Skills
- Digital Skills
- Professional and Academic Credit
- Demonstration

Skillsoft Solution Overview

Courseware Collections:

- Business Skills
- IT Skills
- Digital Skills

Books and Video Collections:

- BusinessPro (including Audio Books)
- ITPro
- Office Essentials
- Analyst Perspectives
- Leadership Channel
 - Videos and Live Events
- IT & Desktop Performance Support Video Collection

Available to State of Ohio exempt employees with agencies participating in the Employee Development Fund (EDF), as well as all Information Technology (IT) professionals (bargaining unit and exempt).

Business and Professional Skills

Broad range of Business and Professional content helps organizations support initiatives as well as agility to support changing organizational needs



Leadership Channel

**Video delivery of world class business authors, executives and consultants;
ideal for individual and group learning, includes Live Events.**



Leadership Channel

Solution Overview

Collection Size	Thousands of video assets featuring hundreds of global speakers (CEOs, Executives and Top Business Authors)
Types of Videos	Actionable and engaging short-duration/high impact clips averaging 3-5 minutes (QuickTalks), and Live Events
Supporting Features	Downloadable transcripts, instructional design components, mobile compatibility, optional captions
Ideal Use	<ul style="list-style-type: none">• Organization wide learning: post videos on company intranet site(s)• Blended learning – video used pre, during and/or post ILT• Managers and Execs – videos used for meeting starters and one-on-one coaching for alignment and performance improvement• Live Events – internal leadership conference series

IT Skills

Collections of IT content aligned with popular IT topics

- Collections of assets organized by topics
- Contains everything needed for Continuous Learning including Courses, Books, Videos, Assessments, TestPreps, and Mentoring

Software
Developer

Database
& Big Data

Networking

Cyber Security

Cloud &
Virtualization

SysAdmin
& DevOps

Digital Skills

- Computing fundamentals for non-technical users
- Coverage of major operating systems and desktop applications from Microsoft, Adobe, IBM and others
- Email, Collaboration and Internet use

Microsoft Office	Microsoft Windows	Microsoft Other	Other
Office 365	Windows 10	Project	Apple Devices and OS
Office 2016	Windows 8	Visio	Information Security For Users
Office 2013	Windows 7	Internet Explorer	Adobe Acrobat
Office 2010			Adobe Reader
			Business applications

IT & Digital Skills Videos

Skillsoft IT & Digital Skills Videos: Short performance support videos - 3 to 9 minutes - covering many IT Professional and Digital Skills subjects

- Tablets and smartphone-ready
- Highly-credentialed subject matter experts and instructors
- Tens-of-thousands of videos available on IT Professional and Digital Skills topics
- Aggressively creating thousands of additional videos and video-based courses
- These videos are the same videos that are used to build Skillsoft video-based courses



Professional and Academic Credit

Professional Credit



Academic Credit Programs

George Mason University



Sample Certifications by IT Functional Areas

NETWORK, DEV, OS, SERVERS

Networking and Network Integration

- Cisco (CCNA, CCDA, CCNP)
- CompTIA (Network+)

Software and Web Development

- Oracle (Java)
- Microsoft (MCSD)

Operating Systems and Servers

- Microsoft (MCSE)
- CompTIA (A+, Server+, Linux+)
- VMWare

SECURITY, TESTING, STORAGE

Security

- ISC2 (CISSP, SSCP)
- EC Council (Ethical Hacker)
- CompTIA (Security+)
- ISACA (CISM, CISA)

Software Testing

- BCS Professional (Certified Tester Foundation Level)

Storage

- EMC

PROJECT MANAGEMENT, IT SERVICES, BA

Project Management

- Project Management Institute
- PMP, CAPM, PMI-ACP
- PRINCE2®
- Foundations, Practitioner

IT Services Management

- ITIL
- Foundations, Operational Support & Analysis

Business Analysis

- International Institute of Business Analysis
- CBAP



Demonstration

Learning On Demand User Experience
DYS Learning Program



What's New and Coming Soon...

DAS Catalog

New Learning Programs

LOD online video (new hire orientation)

BWC updating existing program

Questions?





Thank you.!

Talent Development Community

“Enhancing Performance through Strategic Partnerships”