Welcome to the California Leads Conference

- The presentation will begin shortly.
- All participants will be muted upon entry.
- Live presentations will not be recorded.
- Please use the chat feature to direct questions to "All panelists." When submitting questions, please do not include any personal information.
- Connecting to audio – "Call using computer" for audio to come through your computer speakers or use "Call in/Call me" feature.

CAL★HR
California Leads
2021 Conference

Training Investments During Budget Reductions

CAL HR
California Leads
2021 Conference

Bruce Winner – Los Rios Community College

Nate Parker - CalHR

Goals for this Session

- Discover techniques and options for getting the most out of your training budget
- Gain a working understanding of Value on Investment

Poll: Training Effectiveness

I see a change in performance when my employee returns to work:

    A. Always

    B. Sometimes

    C. Seldom

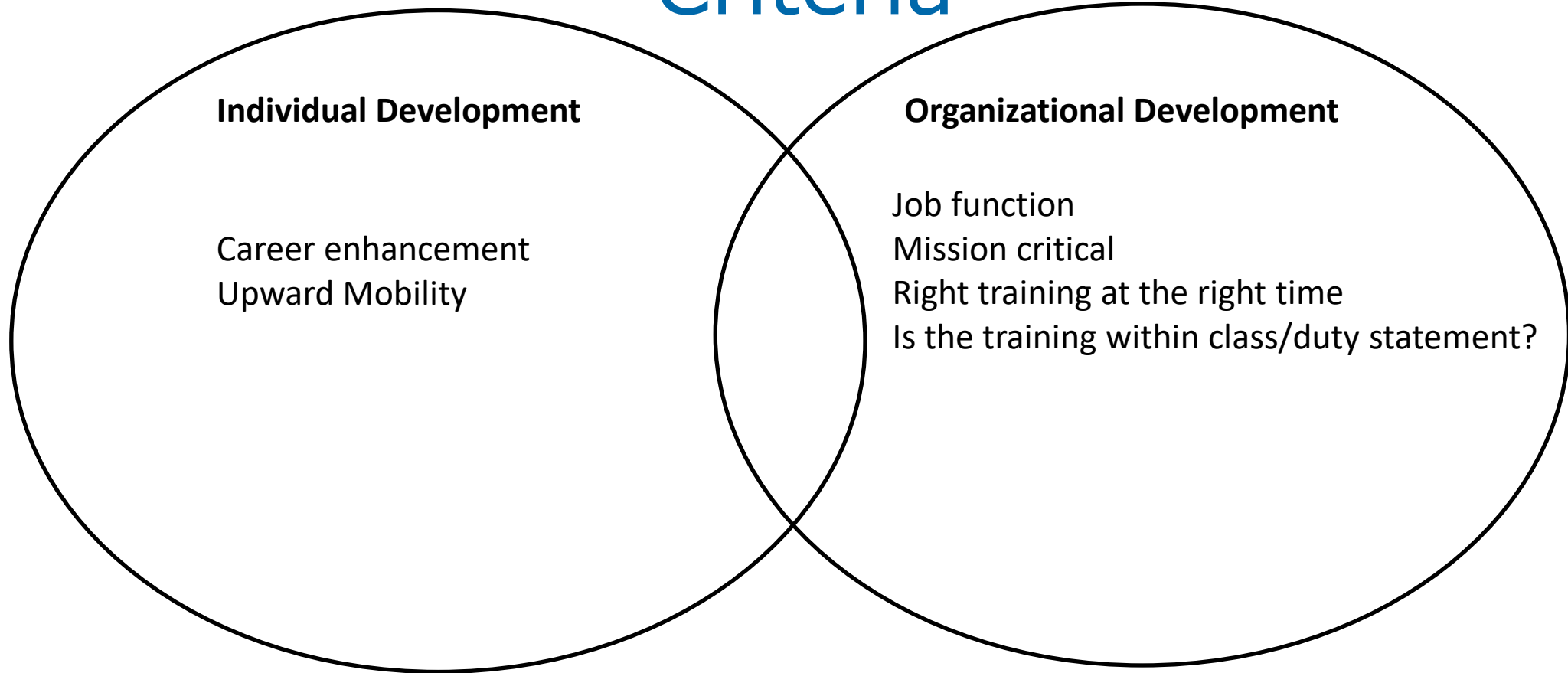   D. Never

Results

What do you think of these responses?

Why is this happening?

- Training is not aligned with goals, objectives, or business needs (Customer impact)
- Not focused on results back on the job (Not application focused)
- Training is not the solution
- Training not done effectively (Before, during, and after)

So what can we do?

- Engage employee with how training will help them
- Conduct *individual* needs assessment
  - IDP
  - Job Duties
  - Barriers to success
- Align with goals, objectives, or business needs (Customer impact)
- Identify desired behaviors (what will they be able to do?)
- Set expectations, focus on behavior, reinforce learning (making training stick)

Criteria

Individual Development

Career enhancement
Upward Mobility

Organizational Development

Job function
Mission critical
Right training at the right time
Is the training within class/duty statement?

Chat

Go to the chat
and list at least one thing
(but preferably more)
that training won't fix.

You are Right! -Training Can't Fix Everything

Training can't fix:

– Attitude
– Bad behavior
– Discipline
– Motivation
– Won't do the job. ...
– Low morale. ...
– Infighting. ...
– Lacks ability. ...
– Inadequate resources

Since training can't fix these things, then this training should be avoided.

This will help stretch your training budget

Chat

Which of these items are suitable for training:

A. Critical job function
B. Low motivation
C. Career development
D. Bad Attitude
E. Mission critical duties
F. Bad behavior
G. Poor communication Skills
H. Won't do the job
I. Inadequate resources

Ask yourself this provocative question:

If offered a winning lottery ticket to perform their job well, could they do it?

Training Sources

- CalHR
- Your Department
- Other Departments
- Vendors
- CNLP/ATD/ISPI/SHRM/ASQ

Innovative Training

- OJT (Structured)
- Job aides
- Job shadowing
- On line help
- Work instructions

Excel Demonstration

An employee comes to you asking for Excel training. How might you engage this employee to determine their needs and possible solutions.

- This could be pre training
- This could be progressive training

Questions?