

March 2014 CNLP Quarterly meeting - CalHR facilitated exercise

Below are the prioritized raw results of the facilitated exercise at the March 2014 CNLP Quarterly meeting. In the coming months, CalHR will collaborate with the CNLP to develop plans to address the items below.

What Training Challenges Do You Face?	Votes
Lack of Learning Management System	18
Executive support	11
Changing culture within organization	9
Turnover and follow through	9
No ROI Metrics	8
Technology adoption, IT support	8
Cal HR higher cost than CPS	6
Contracting/training contracts	5
Off site distance learning	5
Budget	5
Lack of IDP data	5
Legal says "no CPS" - they are quasi government agency	4
Full Cal HR classes	3
How to leverage resources	2
No career path or accession planning	2
People stuck in the traditional way of doing things	1
Making the best use of current resources	1
Confusion over vendors and contracting relationships	1
Access to current resources	1
No shows - incompletes and charge back	1
Incompletes go on "probation" (locked out of training opportunities)	1
Small number of managers (hard to get time to train them)	0
IT department turnover/training	0
Resources don't match the promise of support	0

What Support Can Cal HR Statewide Training Provide You?	Votes
Guides on policy and procedures	18
CPS add to list of training	14
Needs assessment	12
Statewide LMS	12
More T for T	10

Statewide training contracts	8
Consistency of training across the board	5
Talk sense into management and DGS	4
CAL champion training for people with disabilities	3
Classifications for curriculum development	2
Agency buy	2
Link for webinar materials	2
CPE classes	2
Access to State content	2
Reduce class cost for completion	1
Statutes	1
More sessions or blended	1
Something about SMEs	1
Networking with other agencies	1
Empowered registration process	0
Update training room availability for outside CSUS	0
Leadership competency programs for all agencies	0

What Are Your Training Best Practices and Successes?	Votes
Online training materials	20
Use multimedia	17
Comprehensive leadership development for all programs	11
Employees drive IDPs	5
Sustainable training materials	5
Customize training according to audience	4
Langevin's ADDIE	4
Partner with the right training partner	4
Dynamic power points	4
Separate benefits orientation	4
Solid ROI: Performance based	4
Capture high level evals. Kirkpatrick 1-4	2
Adapt to non-verbal cues	2
Use Survey Monkey for annual and end of class	2
OSHDDS Train and Train	2
PFEIFFER training materials	2
Use and activity in the P.M.	1
Outreach your internal business partners	1
Streamline new employee orientation	0
Auditorium based SHP class	0