

Strategic Team: Training

February 2, 2022

Continued Collaboration & Connection

It is not the holiday season unless I...

...have a shot of bourbon in the morning.

- Rufus Kemp

Categories

Safety

Department

Development

Safety Training Plan

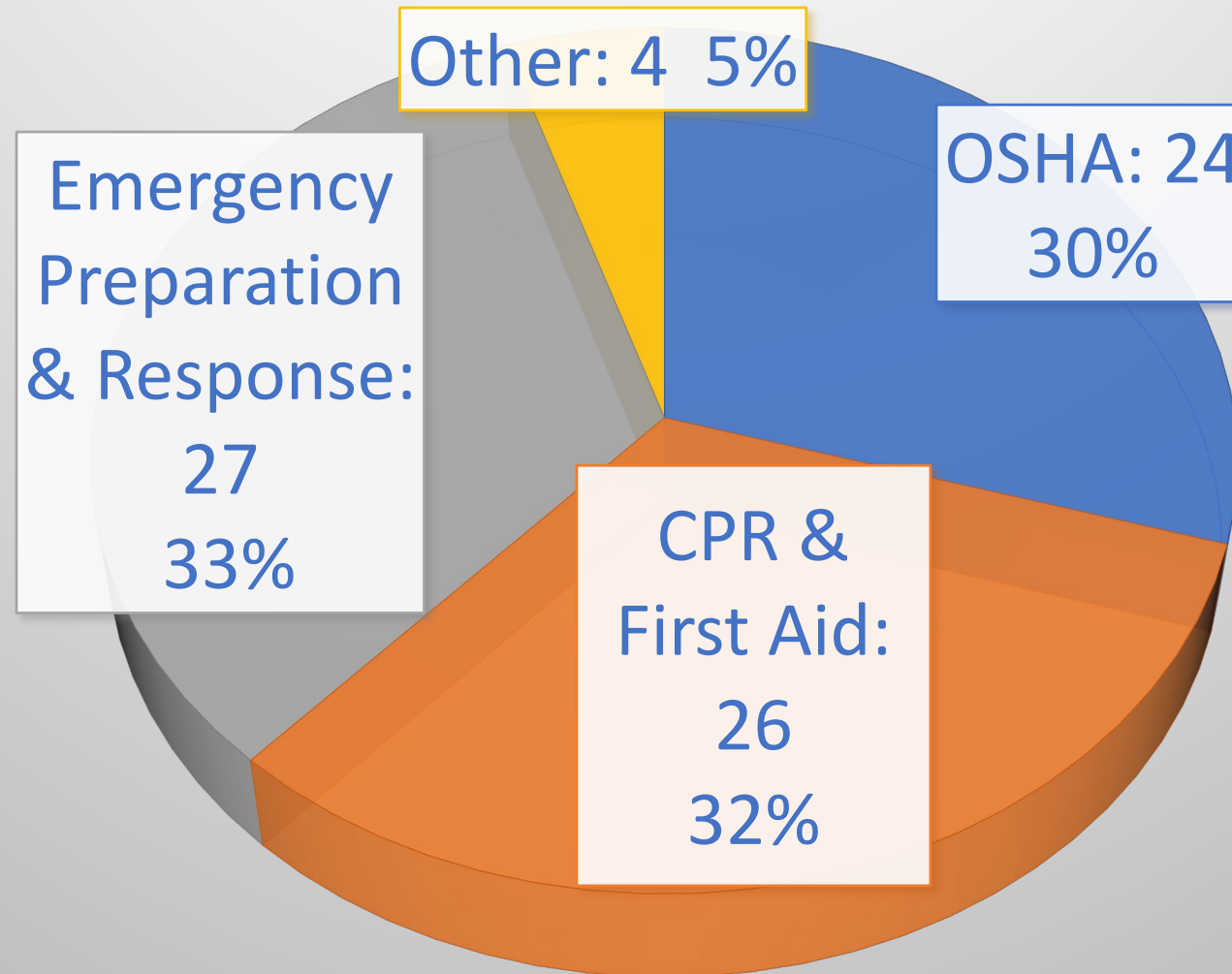
Top Three Initiatives

- CPR training & First Aid (including AEDs)
- OSHA (10, 30, General Industry & Construction)
- Emergency Preparations & Responses (including Ride-Out Team, On-Call Manager, EHS Training)

Safety Training	Time Commitment
CPR & First Aid Training	8 hours, First Aid Friday, Everyone Shops/Teams, rolling over 2 years
OSHA (10 hours, 30 hours, General Industry & Construction)	Depends on the roles/responsibilities Prioritize, rolling over 3 years
Emergency Preparations	Depends on the roles/responsibilities Annually

Safety Training Plan

Survey says....



Other Responses

1. All are important, but personal safety comes first
2. All of the above
3. All 3 should be required training.
4. Individual response (and knowing how to respond) to a given emergency as all emergencies can and most likely will be different.

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If you could chose anyone to be your work mentor, who would it be and why?

...President Renu Khator

- Ana De Los Reyes

Department Training Plan

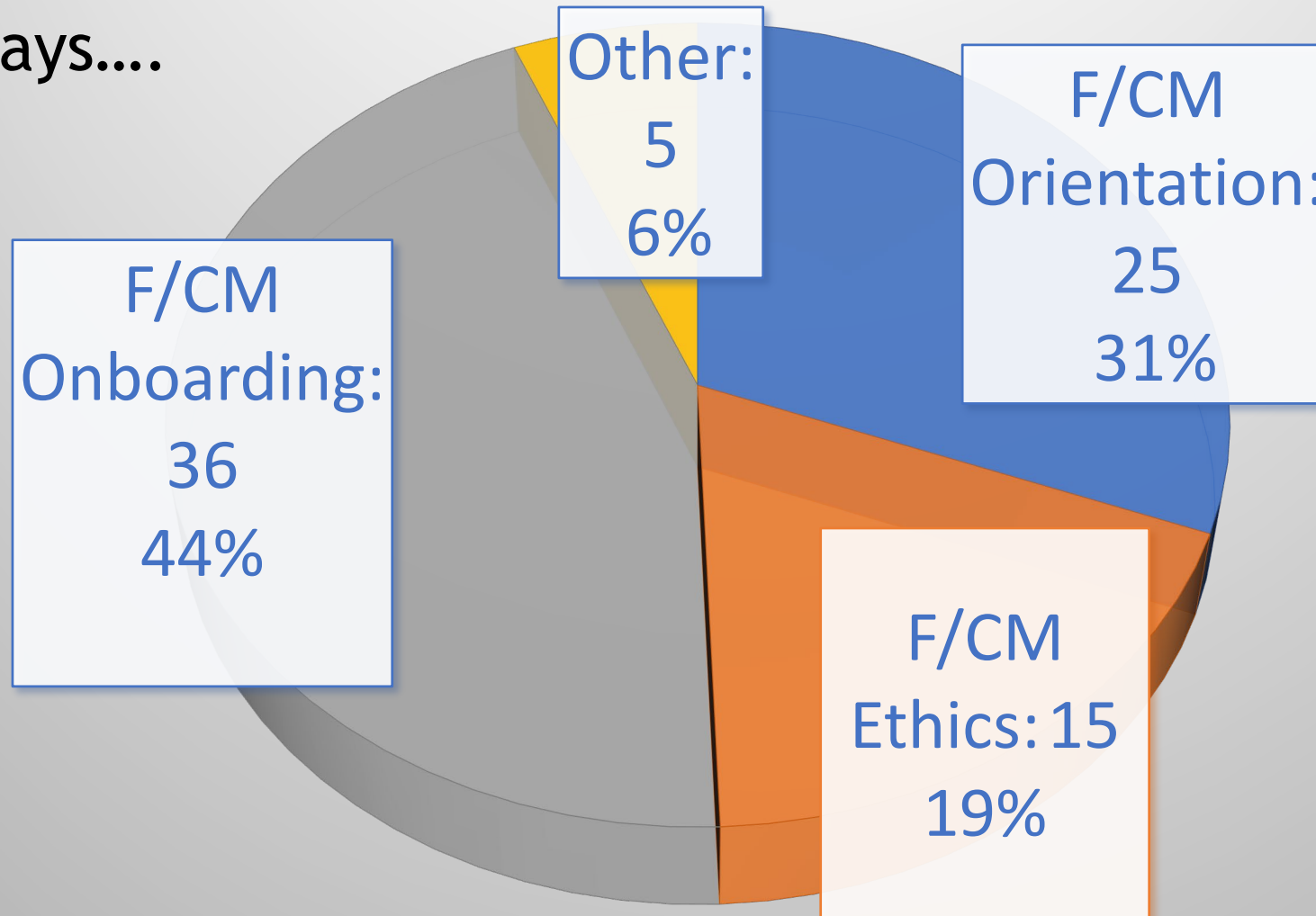
Top Three Initiatives

- Orientation (half-day event, evolve to include goals and supervisor)
- Onboarding (peer partnering first 30 days, shadowing, introductions)
- Ethics (90 minute training to be developed and implemented in the next year followed with an annual email reminder/refresher, added to orientation for new hires)
 - Vendor incentives
 - Top ten risks for F/CM
 - Conflicts of interest

Always evolving departmental training - designated personnel to maintain excellence and relevance.....

Department Training Plan

Survey says....



Other Responses

1. All have value, can they be combined at orientation?
2. All of the above
3. As far as department trainings it's good to know the processes and operations responsibilities of each individual department as they can be different.
4. On boarding should be a part of orientation. The two go hand in hand.
5. Custodial Training

Continued Collaboration & Connection

What song gets you motivated in the morning?

...Jump by Van Halen
- Jim Norcom

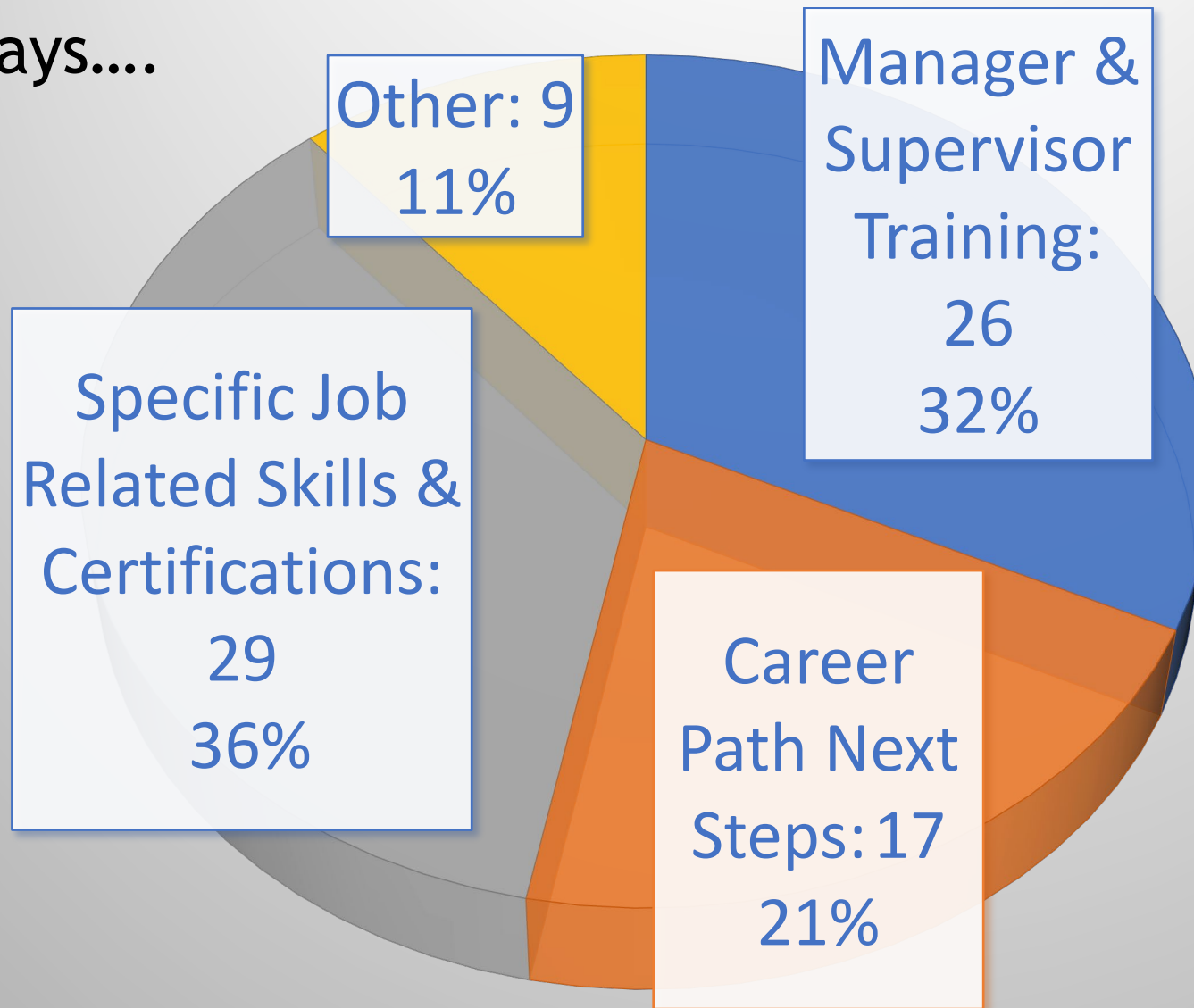
Professional Development Plan

Top Three Initiatives

- Manager & Supervisor Training
- Career Path Next Steps
- Specific Job Related Skills & Certifications

Professional Development Plan

Survey says....



Other Responses

4 answers = All of these above

5. Making sure new managers and supervisors are ready for the positions is important

6. To better an individual these could be one or all based on the individual.

7. All of these since they apply to different groups of staff.

Supervisors need to understand policy, front line staff should get Skills training and a Career path

8. Custodial Training

9. Leadership Training

Continued Collaboration & Connection

What is your favorite recipe and who made it?

...memorable answer
Karl's Black Tooth Grin

- Guicela Salazar

Wrap-Up

Safety

Department

Development

Training Advisory Committee

Questions