Resolution No.: 15-964
Introduced: April 11, 2005
Adopted: April 19, 2005

COUNTY COUNCIL
FOR MONTGOMERY COUNTY, MARYLAND

By: County Council

SUBJECT: Fiscal Year 2006 Work Plan for the Interagency Training Team

Background

1. The County Council recognizes that there are similar and diverse training needs and programs among the County agencies (Montgomery County Government, Montgomery County Public Schools, Montgomery College, Maryland-National Capital Park and Planning Commission, Washington Suburban Sanitary Commission, and Housing Opportunities Commission).

2. The County Council encourages efforts at producing savings and efficiencies through cooperative and collaborative training efforts.

3. By Resolution 12-622, on April 28, 1992, the County Council established the Interagency Working Group on Training. In January 1993, the Interagency Working Group on Training presented to the Management and Fiscal Policy Committee a final report that recommended the establishment of an Interagency Training Team.

4. By Resolution 12-1045, on March 23, 1993, the County Council established the Interagency Training Team.

5. Resolution 12-1045 requires that the Interagency Training Team submit an annual report to the County Council, with periodic reports to the Management and Fiscal Policy Committee.

6. On March 3, 2005, team representatives updated the Management and Fiscal Policy Committee on the team's FY05 activities and its plans for the next year.

7. The Management and Fiscal Policy Committee recommends that every spring the Council approve by resolution the Interagency Training Team's work plan for the next fiscal year, and that every October the team provide the Management and Fiscal Policy Committee with a written status report on the team's activities.

Action

The County Council for Montgomery County, Maryland approves the following resolution:

For FY06 the Interagency Training Team's work plan will include:

Workforce Development

- Continue to focus on succession planning and develop succession models that meet the needs for each agency.
- Continue to share best practices and incorporate approaches and methodology when possible.
- Offer Montgomery County's Leadership Institute to all agencies.
- Develop and sponsor Management Development Series for all county leaders.
- Adapt and develop mentoring programs for each agency.

Professional/Career Development

- Identify and sponsor professional development training that cuts across all agency lines (ADA, FMLA, EEO, etc.).
- Continue to explore the expansion of staff development training for administrative support and counselors (MCG & MCPS).
- Explore "Externship" opportunities with the goal of providing experiential learning for employees across agency lines.
- Explore joint procurement for on-line training.

General

- Collect data on the number of employees taking advantage of training programs offered by another agency.
- Develop suggestions on evaluating the success and cost effectiveness of training programs and how success can be monitored in the future.

This is a correct copy of Council action.

Linda M. Lauer

Linda M. Lauer, Clerk of the Council