

Resolution No.: 16-92
Introduced: April 10, 2007
Adopted: April 17, 2007

**COUNTY COUNCIL
FOR MONTGOMERY COUNTY, MARYLAND**

By: County Council

SUBJECT: Fiscal Year 2008 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 26, 2007, team representatives updated the Management and Fiscal Policy Committee on the team's FY07 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 FY08 the Interagency Training Team's work plan will include:

Workforce Development

- Continue to focus on succession planning and develop models that meet the needs for each agency.
- Share best practices and incorporate approaches and methodology when possible.
- Sponsor a quarterly Management Development Series for all interagency managers.
- Continue to offer Montgomery County's Leadership Institute to all agencies.
- Share best practices and approaches for Mentoring program across agencies.

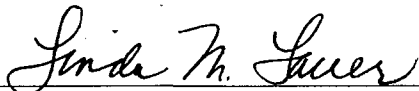
Professional/Career Development

- Identify and sponsor professional development training that cuts across agency lines (example: ADA, SHRM, FMLA, EEO, etc.).
- Continue the expansion of staff development training for administrative support and counselors (MCG, MCPS & HOC).
- Research and benchmark "Externship" opportunities with the goal of providing some type of experiential learning for employees across agency lines in administrative offices.
- Share best practices and lessons learned with the on-line trainings "pilot" at MC, MCPS and MCG.

General

- Collect data on the number of employees taking advantage of training programs offered by another agency.
- Benchmark and develop best practices for evaluating and monitoring the success and cost effectiveness of training.

This is a correct copy of Council action.



Linda M. Lauer, Clerk of the Council