

Goal 3: Develop Enterprise System

Research Indicated:

- *Through strategic analysis an opportunity to enterprise externally was identified*
- *Survey of local municipalities indicated a need for training resources*
- *Budget impacts on law enforcement have reduced training opportunities state-wide*

Strategic Initiative 3.1

Align the Career Track Program with educational institutions to benefit employees.

Objectives Accomplished:

- College accreditation for County courses through collaboration with South Bay Regional Training Consortium (SBRTC) to provide college accreditation for County trainings
- Received stipend reimbursement from SBRTC for accepted course participation
- Developed a coaching system aligned with college career counselors to help employees with their career goals

Strategic Initiative 3.2

Assess local governments and Joint Partnership Agreements (JPAs) interests in establishing a training relationship.

Objectives Accomplished:

- Researched and developed Enterprise Business Plan to provide training services for a fee to local government entities and JPAs
- Met with local city Human Resource Directors to align County training as an enterprise with their staff development needs
- Developed flexible marketing approach for cities to participate in fee based training
- Provided training programs to local governments and JPAs as a fee based service