

KPM #11	EMPLOYEES TRAINING PER YEAR (PERCENT RECEIVING 20 HOURS PER YEAR)	Measure since: 2000
Goal	Work Environment: Provide a positive, productive, and welcoming work environment.	
Oregon Context	This goal links to the department's mission and Oregon benchmark 29.	
Data source	Agency Cost Allocation System (CAS).	
Owner	Sandy McLernan, Human Resources Manager	

1. OUR STRATEGY

This measure demonstrates the importance placed on employee development and the commitment of resources towards training.

2. ABOUT THE TARGETS

Oregon Benchmark 29: Labor Force Skills Training – measures percentage of Oregonians in the labor force who received at least 20 hours of skills training the past year. Our target is based on the percentage of employees who receive that training. Higher is better.

3. HOW WE ARE DOING

The 2005 target was 63%; actual performance for 2005 was 44%. The department is not meeting its training targets. We rebounded from the effects of layoff in 2003 but are still struggling to maintain our momentum.

4. HOW WE COMPARE

The 2003 Oregon Benchmark Report notes that there has been little progress on Oregon Benchmark 29.

5. FACTORS AFFECTING RESULTS

Due to budget shortfalls, the department cut back its training for staff in 2002-03. During 2003-04, we started to reinstate an active training program. Ongoing budget challenges, however, have made progress difficult.

6. WHAT NEEDS TO BE DONE

The department needs to continue to place a high priority on employee training and to look for creative, low-cost ways to deliver the training.

7. ABOUT THE DATA

The reporting cycle is Oregon fiscal year. The department's internal auditor evaluated the measure and notes that the data likely under-reports compliance with measure. Data comes from coding on timesheets. Managers are responsible for insuring the accuracy of reporting training with limited review for accuracy by payroll or Human Resources.

