Training Services BSC

Improve individual performance by fostering, developing, and supporting WYDOT employees through personal and professional learning opportunities

GOAL	MEASURE	STRATEGY	TARGET	ACTUAL	COMMENTS	Last Year
Employ a WYDOT-Wide Learning Management System					LMS=Learning Management System	
	Date for selection of LMS		9/30/15	TBD		
	Implementation date for LMS		9/30/16	TBD		
		Identify requirements				
		Evaluate the necessity for an RFP				
		Select LMS				
		Develop an implementation plan				
		· *Promote*				
		· *Support*				
		· *Train*				

2015 - 2017

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GOAL	MEASURE	STRATEGY	TARGET	ACTUAL	COMMENTS	Last Year
Efficiently Operate and Maintain State of the Art Learning Facility						
	# of events held		150	TBD	Events include: courses, seminars, meetings, toastmasters, etc.	
	# of facility users per year		2000	TBD		
		Plan new opportunities for building usage				
		Create a plan for moving into the new building (procure training building materials)				
		Promote the facility for long-term sustainability				
		Research training technology best practices and equipment				

2015 - 2017

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GOAL	MEASURE	STRATEGY	TARGET	ACTUAL	COMMENTS	Last Year
Provide Focused Learning Opportunities						
	Average rating from Level 2 evaluations (Tiered)		Benchmark rating by 10/16	TBD	Level 2 - Learning (e.g., tests, pre-post tests, etc.)	
	Average rating from Level 3 evaluations (WYDOT-U)		3.8	TBD	Level 3 = Behavior (i.e., did participants change their behavior)	
	Average rating from Level 3 evaluations (Tiered)		Benchmark rating by 01/17	TBD		
	# of learning opportunities offered to Districts per year		15			
	Average ratings from WeLL evaluation		Benchmark rating by 11/2016	TBD		
	# of assets completed in the WeLL		Benchmark number by 11/2016	TBD		
		Increase reach to Districts			*Includes both roadshows and eLearning*	
		Identify leadership expectations				
		Design curriculum around the newest "state of the art" technology				
		Develop training standards				
		Implement curriculum				
		Correlate e-learning with focused learning opportunities				
		Improve administration of Level Iand Level 2 evaluations			*In the future, may implement Level 3 evaluations*	
		Use feedback from evaluations to improve training				
		Strategically promote the program for long-term sustainability				

2015 - 2017

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GOAL	MEASURE	STRATEGY	TARGET	ACTUAL	COMMENTS	Last Year
Offer Personal and Professional Improvement Opportunities for Training Services' Personnel						
	# of training hours		40 hrs per employee per year	TBD		
		Set improvement to needs (bi-annual)			*Use IDP as a possible tool*	
		Attend professional development				

2015 - 2017

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GOAL	MEASURE	STRATEGY	TARGET	ACTUAL	COMMENTS	Last Year
Exercise Good Stewardship of Our Resources						
	Budget Variance		At or Under Budget	TBD		2013 = 99.8% 2014 = 85.2%
		Periodically monitor Training's budget to stay at or under budget				
		Offer right training to the right people at the right time to ensure appropriate usage of funds				

2015 - 2017