Training Ideas

1. **Skill-Sharing Meetups**:
   o   Hosting meetups for employees with similar functions to share skills and resources.
2. **Cross-Training**:
   o   Implementing cross-training within different programs and HR functions. Have staff attend meetings to learn new skills.
3. **Developmental Job Assignments (DJA)**:
   o   Offering job shadowing and developmental assignments as professional growth opportunities.
4. **Case Studies and Tabletop Exercises**:
   o   Facilitating discussions on real-life scenarios to enhance problem-solving and teamwork.
5. **Tabletops for Succession Planning**:
   o   Conducting scenario-based training sessions to aid succession planning.
6. **LinkedIn Learning Subscriptions**:
   o   Providing access to online learning platforms for diverse training needs.
7. **Encouraging Staff Participation in Meetings**:
   o   Allowing staff to attend leadership or cross-departmental meetings to develop new skills and perspectives.
8. **Root Cause Analysis Training**:
   o   Using root cause analysis to understand disparities and improve organizational practices.

Training Resources

1. **PERC (Public Employment Relations Commission):**
   o   Offers free training on topics like CBA 101 and leadership development.
   o   Free online learning modules under five minutes.
2. **HR.com:**
   o   Free training webinars and short courses for HR professionals.
3. **EEOC Free Trainings:**
   o   Conducting free upcoming sessions for organizations.
4. **HR Certification Institute (HRCI):**
   o   Webinars and sessions for HR certification credits.
5. **YouTube University:**
   o   Utilizing online tutorials for technical and professional skill enhancement.
6. **Statewide BRGs (Business Resource Groups)**:
   o   **HAPPEN** Leadership development series
   o   **RAIN Trainings** and Best Practices resources
7. **Executive Ethics Board:**
   o   Free monthly trainings for HR staff.