

TRAINING ON A SHOESTRING

Summarization from the “Training Network Meeting”

Held May 12, 2009

- **Partnerships**

- Share resources- training materials, etc.
- If your agency has an expert on any given subject, have them go out to other agencies and “share information”
- Use the State Personnel Board as a lead agency for generic or standardized trainings such as sexual harassment, workplace violence, etc.
- Use services provided by other agencies/organizations
 - Library commission has books, DVDs, videos, etc.
 - PERS- has training on the move and small focus groups, etc
 - AG’s office does consumer protection trainings for free
 - SPB Services Overview Course
 - DFA classes
 - Department of Mental Health
 - Department of Rehab Services
 - Employee Assistance Programs (EAP)
- Partner with Community Colleges and Universities
 - Holmes Community College has low cost training classes and work well with agencies
 - MSU Extension Services has a program called MSU Cares

- **Online Methods**

- Have webinars in lieu of traveling
 - Create an online speaker’s bureau
- Video conferences
- Utilize email system- “training flashes” or mini trainings can be done via email.
- Utilize free websites
 - LinkedIn.com- is a business-oriented social networking site founded in December 2002 and launched in May 2001 mainly used for professional networking.

- SKYPE- is social networking software for making free calls over the internet to anyone else in the world that has Skype and is used for webinars, teleconferencing, etc. www.skype.com

- **Trim Existing Expenses**

- Reduce monthly trainings to quarterly
- Renegotiate training management contracts
- Have agency experts come in and train your employees at no cost
- Use DVD's for training purposes (can be checked out at library commission and archives and history)
- Have your agency host a training and invite other agencies to split training costs
- Utilize your Employee Assistance Programs
- "Train the Trainer"- if you send an employee through a specific training, have them train other employees