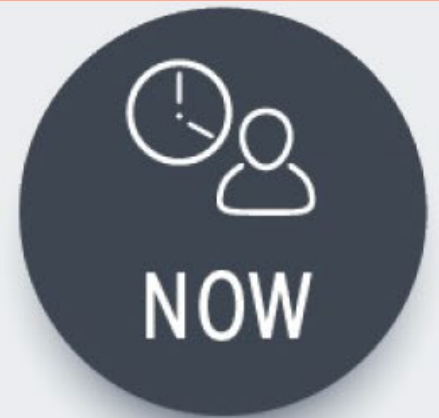


Lead • Engage • Attract • Retain • Now



Human Resources Technical Assistance Program for Counties.

Upcoming Training Opportunities



Association *of*
Minnesota Counties

MN Office of Collaboration & Dispute Resolution

AMC partnership with Mariah Levison and Dave Bartholomay presenting to counties, cities, townships, and nonprofits in nine statewide locations.

Four sessions offered in May:
St. Paul, Mankato, Staples, & Fergus Falls



INTRODUCING A NEW PROGRAM FOR LOCAL GOVERNMENT SUPERVISORS!

LEAD ACADEMY

Public Sector Supervision Certificate



Association of
Minnesota Counties

Metropolitan
State University



Institute for Professional Development

Onboarding New Employees Workshop

Join local government colleagues for this session that is exclusively dedicated to onboarding new staff members and the “knowledge transfer” process to create a strong professional team.

- Creative ways to provide information to new staff;
- Critical differences between employee orientation and onboarding;
- Supportive transitional information as one staff member retires and another arrives; and,
- Industry standards for programs that drive employee engagement.

Rescheduled due to winter weather: **Wednesday, July 31.**

Online Supervisor Training with Lisa Negstad

Back by popular demand! AMC is offering the online version of
Practical Leadership: Supervising for Employee Engagement

*“The training really was the most practical session
I’ve ever taken on management and supervising.”*

Available in mid-July through the MN Council of Nonprofits
new “high tech” green room.



National Cohort: High Performance Leadership Academy



Registration cost: \$1500

Every county eligible for one \$1000 scholarship

Format: Online with national participants

Duration: 12-weeks

2019 cohorts will begin: April, August, & September

The NACo High Performance Leadership Academy is an online 12-week program that will empower frontline county government professionals with the most fundamental leadership skills to deliver results for counties and communities and to address the myriad of challenges amid the unique constraints of county government (fiscal and otherwise) requires positive leadership.

ACCESS

Gives participants insights, wisdom and experience from fortune 1000 CEOs and executive leaders, distinguished academic faculty, coaches, and industry experts.

RELEVANCE

Develops frontline and mid-level leaders through structured combination of proven theory, action learning, and practical

EFFICIENCY

Uses an efficient, proprietary online learning management system with content that is non-disruptive to the demanding schedules of busy professionals.



“This is a transformational leadership program that has proven to be the most scalable, cost effective, and efficient way to make your leaders better.”

-General Colin Powell



Content is practical, relevant, and immediately actionable.



Nearly 100% highly recommend the program to a colleague or peer.



Association of
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Data & Research



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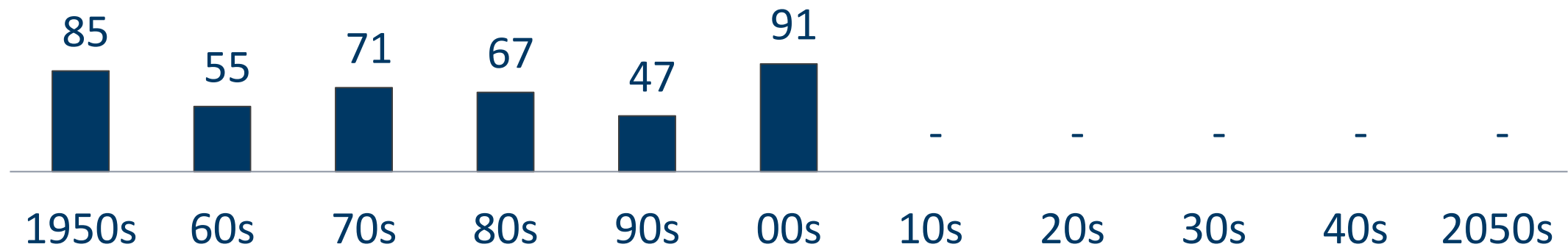
Annual Salary Survey



- 70 counties have updated their survey data for 2019.
- 2019 survey results are now available, counties have to complete the survey to receive access.
- Contact Jill Suurmeyer with any questions.

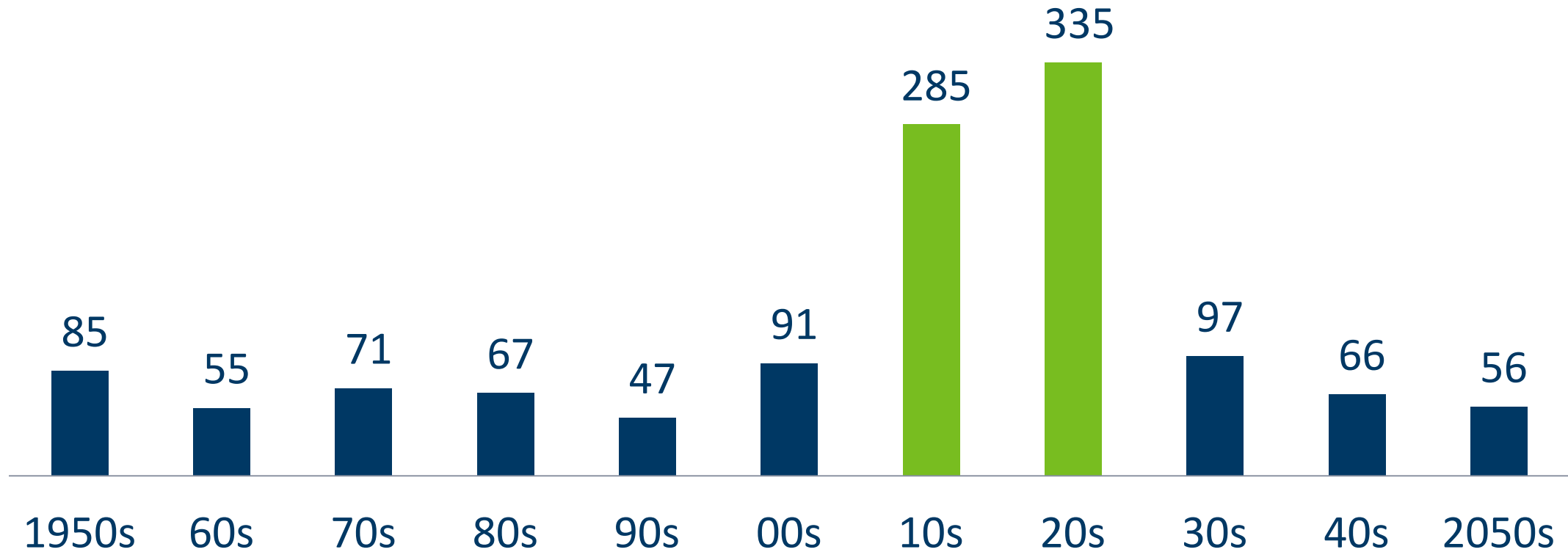
This Decade and Next: Unprecedented increases in MN's 65+ population

**Number of additional older adults, age 65+
(thousands)**



This Decade and Next: Unprecedented increases in MN's 65+ population

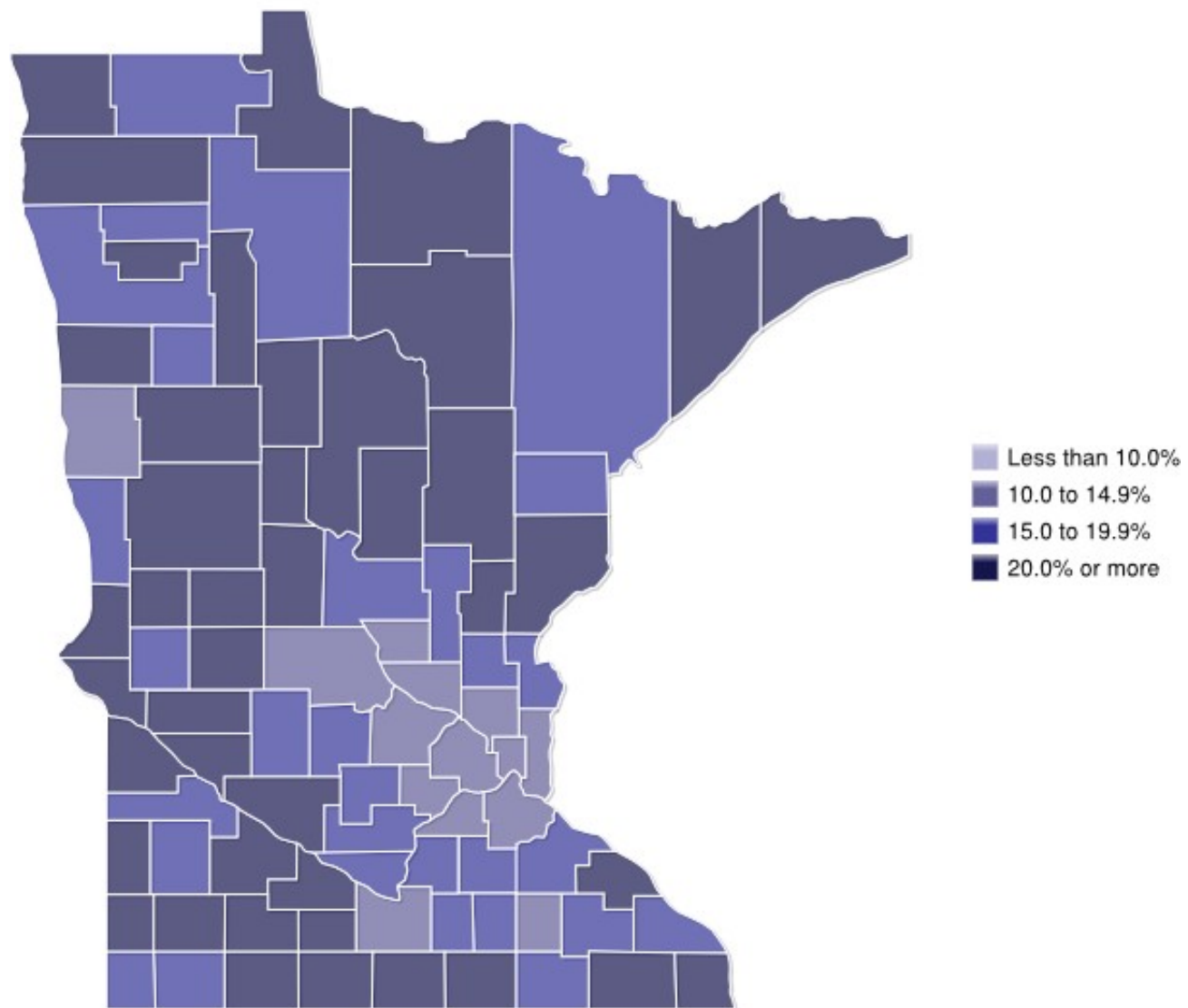
Change in older adults, age 65+ (in thousands)



Sources: U.S. Census Bureau, MN State Demographic Center

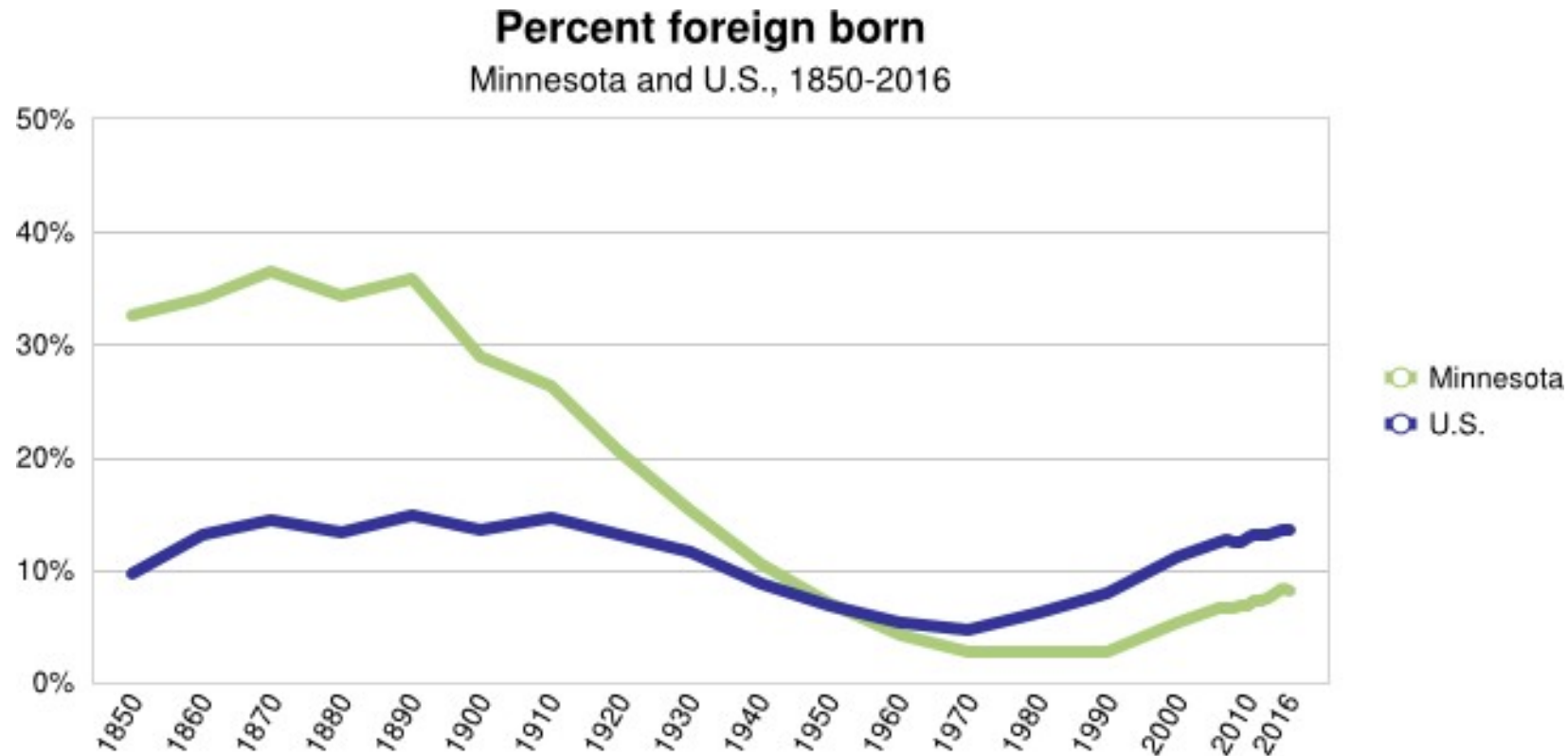
Population age 65 years and older

By county, 2017



Source: U.S. Census Bureau via mncompass.org

Racial diversity due—in part—to an increase in immigration since the 1990s

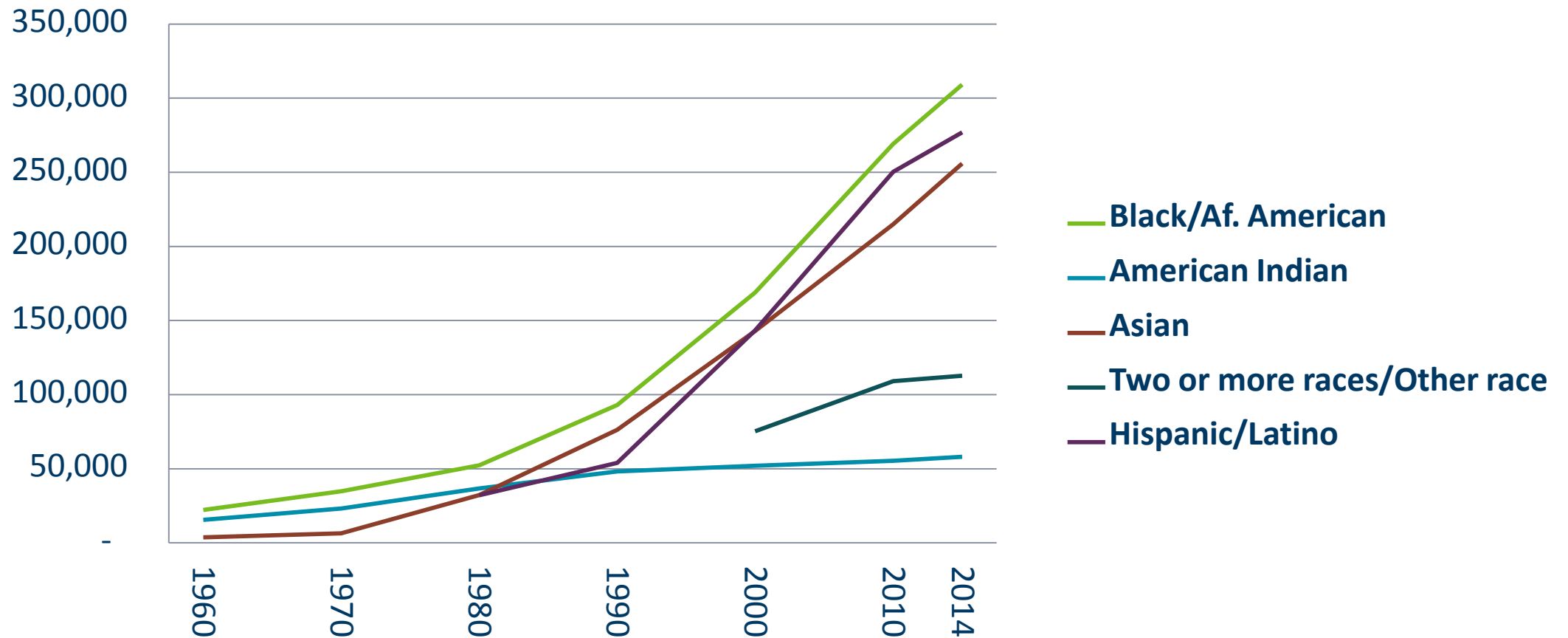


452,000 Minnesotans
were born in another
country (8%)

1 in 5 of all Minnesota
children (ages 0-19)
have a parent that was
born in another
country, or were born in
another country
themselves

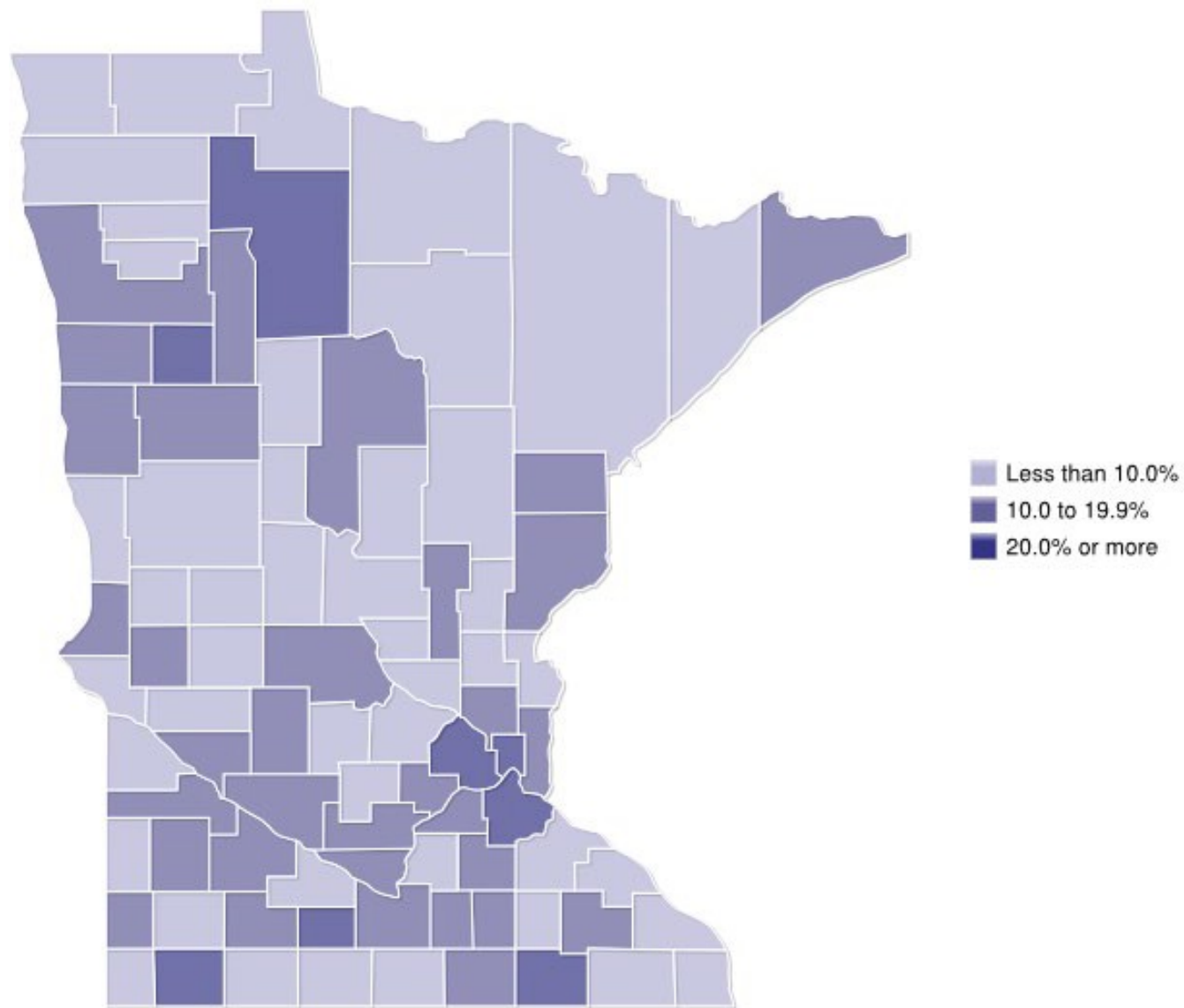
Populations of Color now total 1 million in MN, 18% of the population in 2017

Populations of color in Minnesota



Persons of Color

By county, 2017

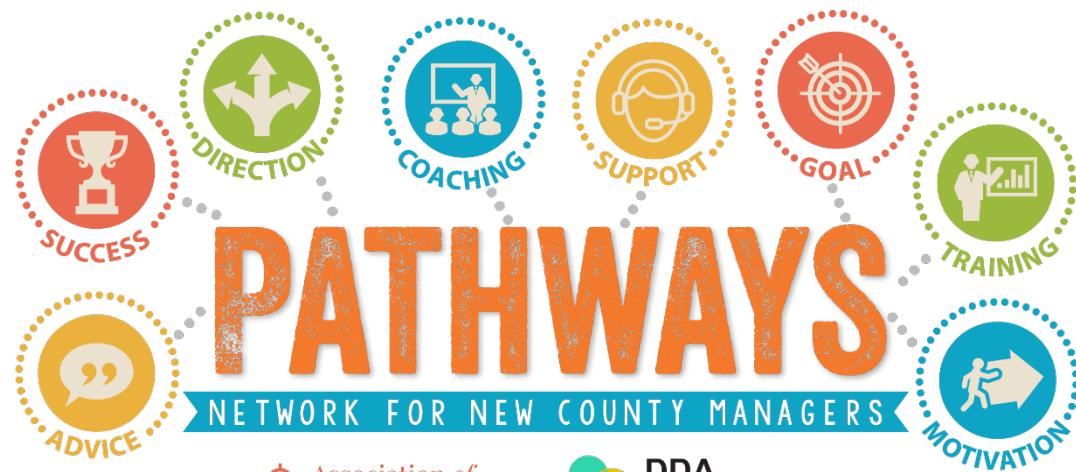
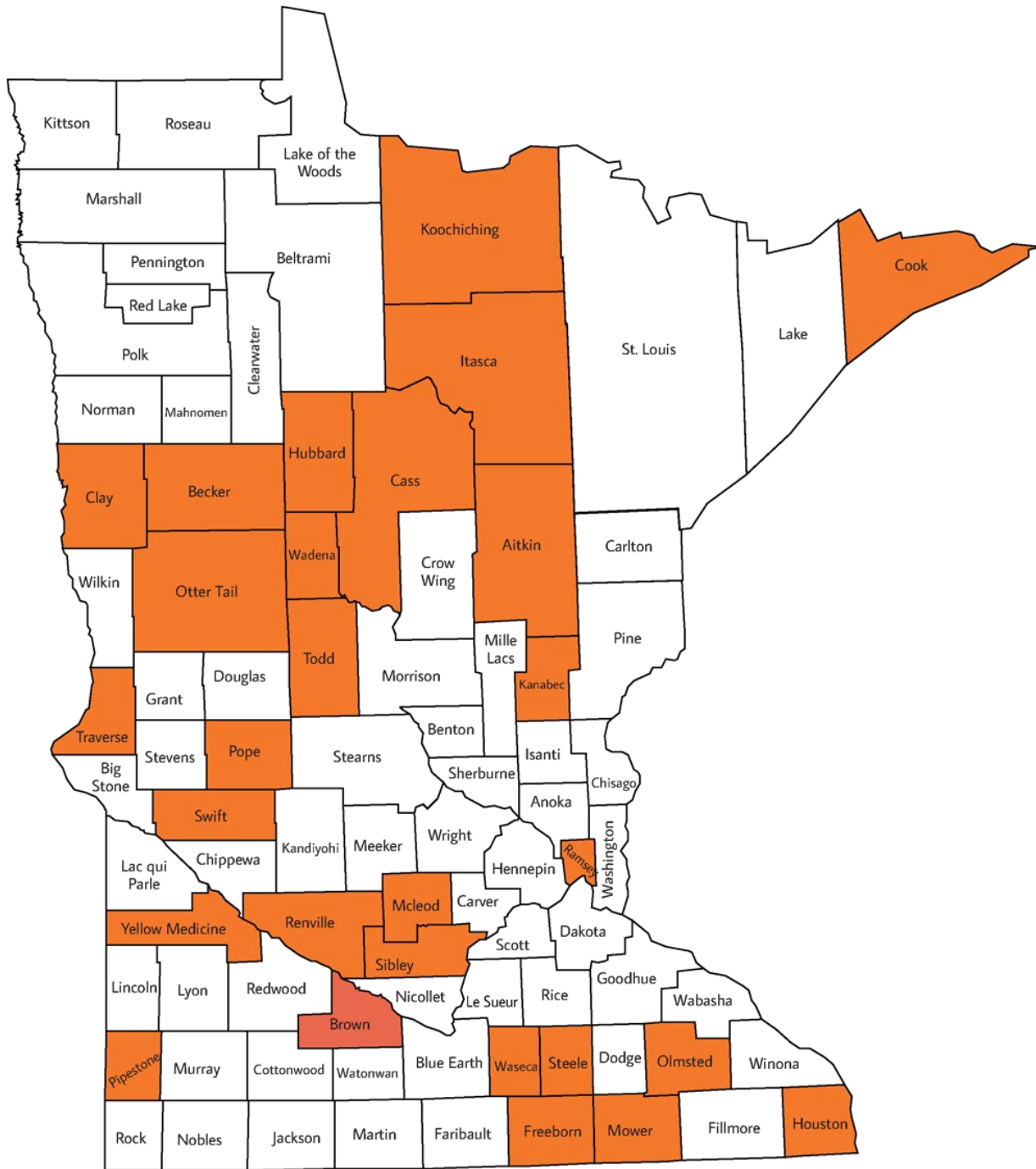


Source: U.S. Census Bureau via mncompass.org

Technical Assistance



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Minnesota Counties



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Minnesota Counties



DDA
Human Resources, Inc.
a David Drown Associates Company

Slide updated April 30, 2019

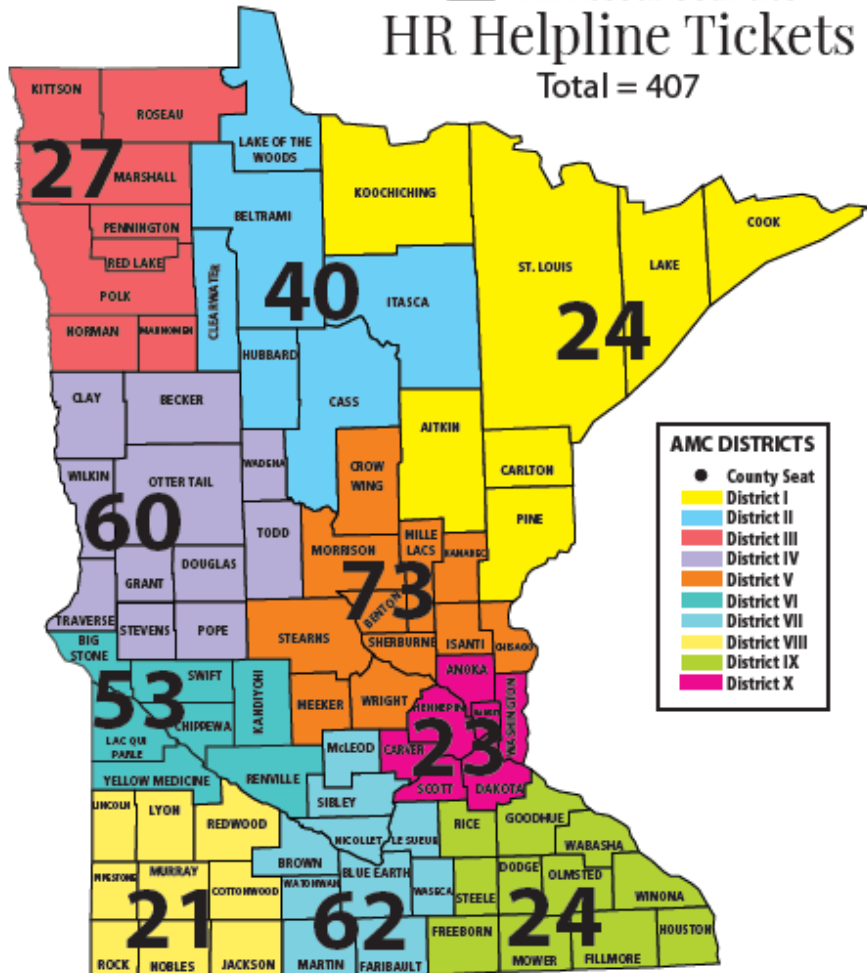
Human Resources Helpline



Association of
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Association of
Minnesota Counties
HR Helpline Tickets
Total = 407



Participating Counties/Joint Powers: 66 Helpline Tickets: 439

- 98% of survey respondents have been “Satisfied” or “Very Satisfied” with Information provided and Response time.
- All requests/questions are confidential.

Knowledge Base Statistics



Association of
Minnesota Counties

Number of resources in the Knowledge Base: 94

Most viewed documents in Knowledge Base:

- Deciding Appropriate Discipline Checklist: 962 views
- Discrimination & Harassment Prevention Complaint Form: 824 views
- Family Medical Leave Act Checklist: 946 views
- Record of Verbal Warning: 960 views
- A Workplace Accident & Injury Reduction (AWAIR) Program: 943 views



What's New?
115-page sample
personnel policy manual