

CPD Day General Report

2022 CPD Day Evaluation

August 31, 2022 11:15 PM MDT

Q2 - Which of the following best describes your position at Mt. SAC?

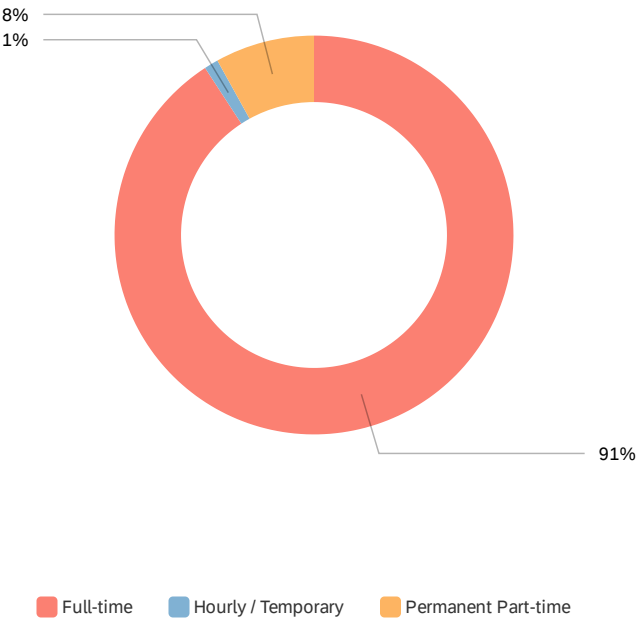
#	Field	Choice Count
1	Classified (CSEA 262)	92% 80
2	Classified (CSEA 651)	1% 1
3	Confidential	5% 4
5	Hourly/Temporary	2% 2
		87

Showing rows 1 - 5 of 5

#	Field	Choice Count
1	Classified (CSEA 262)	92% 80
2	Classified (CSEA 651)	1% 1
3	Confidential	5% 4
5	Hourly/Temporary	2% 2
		87

Showing rows 1 - 5 of 5

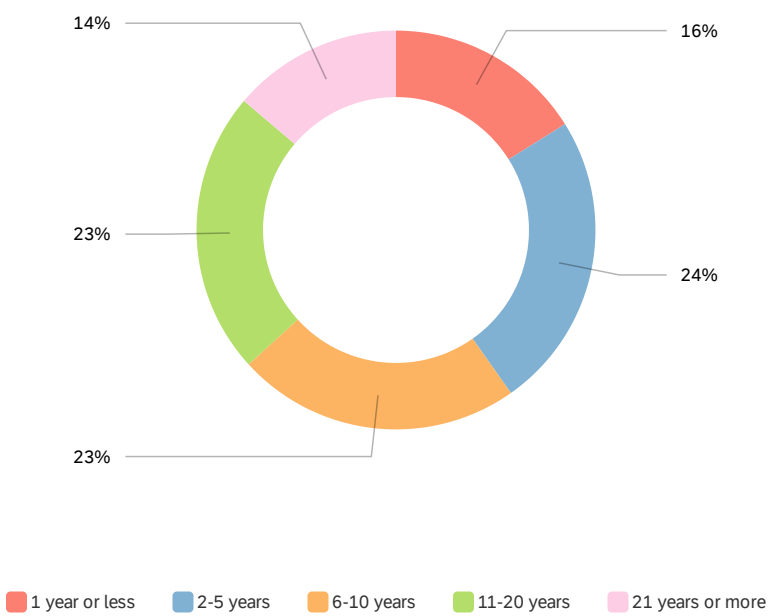
Q3 - What is your employment status?



#	Field	Choice	Count
1	Full-time	91%	79
2	Hourly / Temporary	1%	1
3	Permanent Part-time	8%	7
			87

Showing rows 1 - 4 of 4

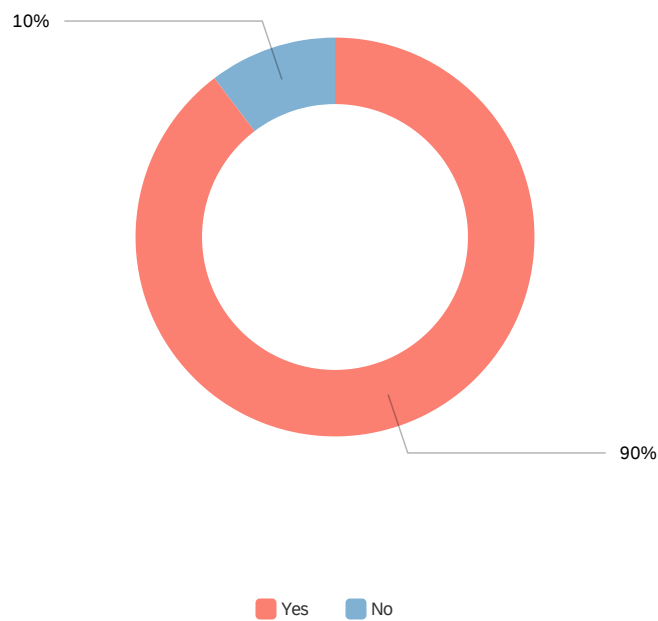
Q4 - How long have you worked at Mt. SAC?



#	Field	Choice Count	
1	1 year or less	16%	14
2	2-5 years	24%	21
3	6-10 years	23%	20
4	11-20 years	23%	20
5	21 years or more	14%	12
			87

Showing rows 1 - 6 of 6

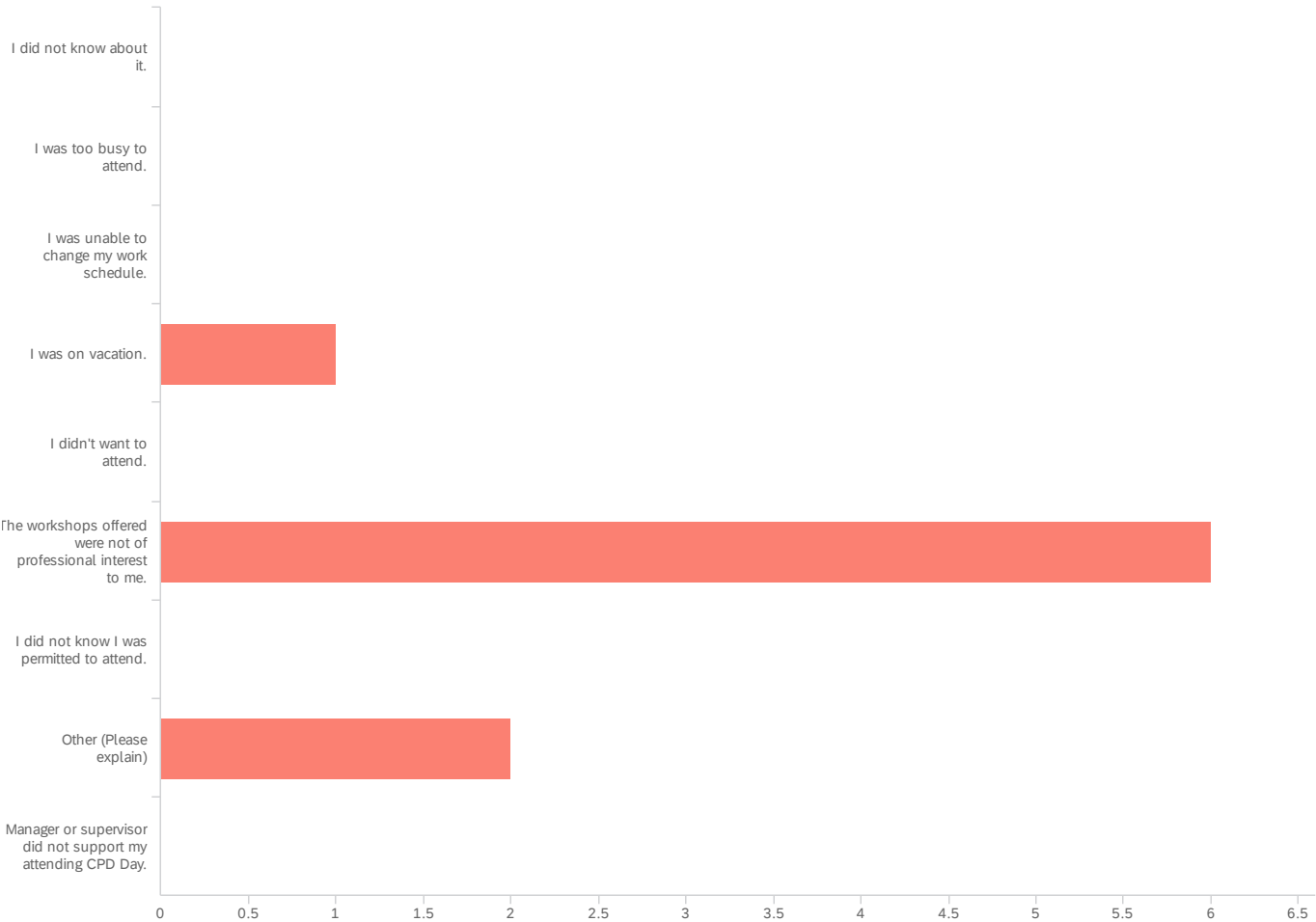
Q5 - I attended CPD-Day.



#	Field	Choice Count	
5	Yes	90%	78
6	No	10%	9

87

Q6 - Please tell us the primary reason you did not attend CPD-Day



#	Field	Choice Count
1	I did not know about it.	0% 0
2	I was too busy to attend.	0% 0
3	I was unable to change my work schedule.	0% 0
4	I was on vacation.	11% 1
5	I didn't want to attend.	0% 0
6	The workshops offered were not of professional interest to me.	67% 6
7	I did not know I was permitted to attend.	0% 0
8	Other (Please explain)	22% 2
10	Manager or supervisor did not support my attending CPD Day.	0% 0
		9

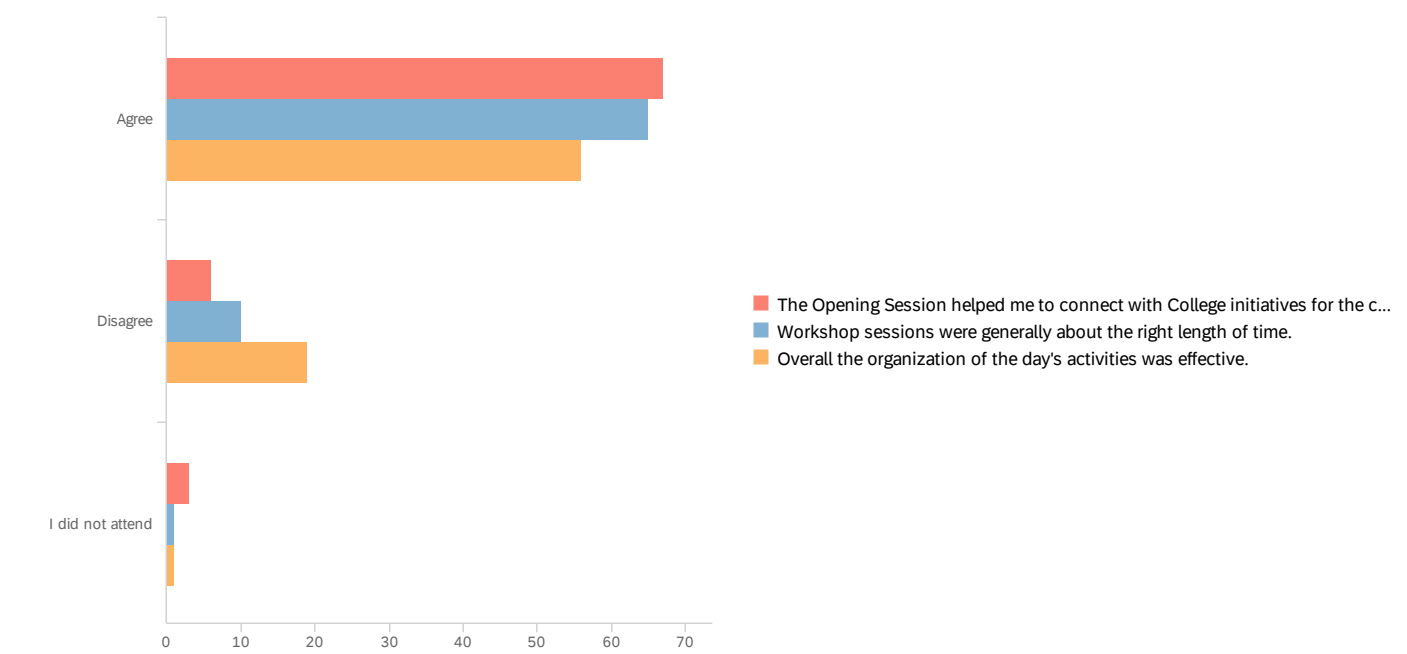
Other (Please explain)

Other (Please explain)

No online/virtual option. Panels did not align with my work hours.

Carved out the day to attend but last minutes student related needs came up which I had to attend. I also was discouraged by seeing the breakfast. We are a community/union and feeding the unit should be a priority. I skipped breakfast with my family so I can have something with coworkers on campus and was shocked to see what was offered. My question is, do managers get served that during all-day events? It's unacceptable. If an event is planned, then budget for food should be there. I speak as someone who works hard to feed my students quality meals when I organize events. Thank you for all you do, but please realize our time and energy has been depleted.

Q9 - Thinking about the event's organization . . .

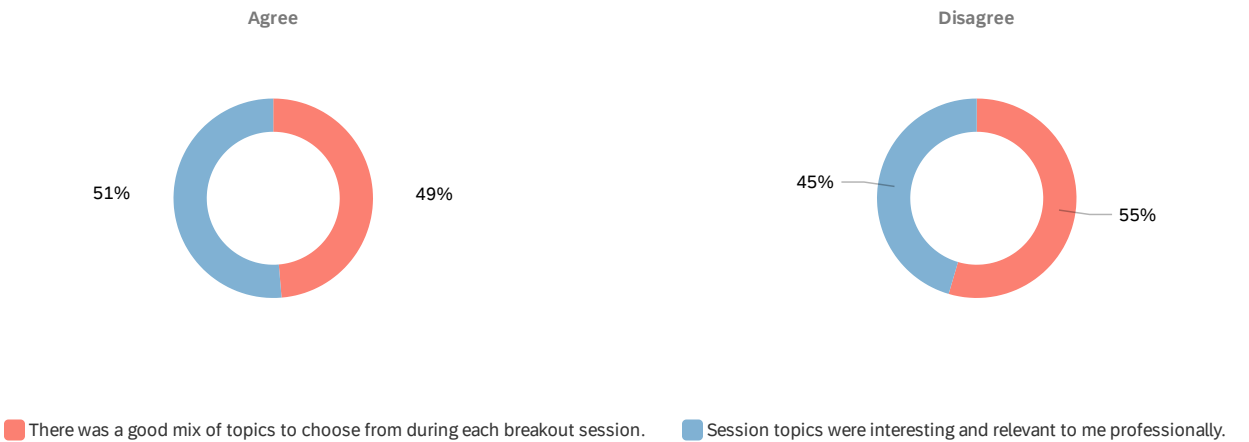


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	The Opening Session helped me to connect with College initiatives for the coming year.	1	3	1	0	0	76
2	Workshop sessions were generally about the right length of time.	1	3	1	0	0	76
3	Overall the organization of the day's activities was effective.	1	3	1	0	0	76

#	Field	Agree		Disagree		I did not attend		Total
1	The Opening Session helped me to connect with College initiatives for the coming year.	88%	67	8%	6	4%	3	76
2	Workshop sessions were generally about the right length of time.	86%	65	13%	10	1%	1	76
3	Overall the organization of the day's activities was effective.	74%	56	25%	19	1%	1	76

Showing rows 1 - 3 of 3

Q11 - Thinking about CPD-Day session topics . . .



#	Field	Agree		Disagree		Total
1	There was a good mix of topics to choose from during each breakout session.	75%	55	25%	18	73
2	Session topics were interesting and relevant to me professionally.	79%	58	21%	15	73

Showing rows 1 - 2 of 2



Q12 - Additional comments. If you marked "Disagree", please explain.

Additional comments. If you marked "Disagree", please explain.

i was not able to attend the break out sessions due to the fact that i was under the impression that we only need to register the

Lunch was short; Sessions seemed too long and forced to choose sessions not relevant.

The Teams training was dull. I did not like that the presenter didn't allow anyone to ask questions until he went through the entire content. Without pencil and paper, I had forgotten my questions by the end of the session. This was my least favorite session. We also had a hard time hearing him in the back. I would suggest any topic in the future to be a bit more engaging or presented with a bit more enthusiasm.

The topics I attended, I really enjoyed. I would like to suggest the next time there are break out groups, they be held in classrooms or further away from each other. The acoustics in the lobby made it very difficult to hear each other. Otherwise, it was a great exercise and I enjoyed learning about the others in my group.

Would prefer topics that available year round but uniquely CPD Day.

It was nice to eat inside and not outside during lunch time.

I agree with the topics, but I feel there needs to be a fresh outlook on it. Those of us who have attended before have taken similar classes.

The sessions appeared to be topics we have had in the past without many new sessions. I greatly enjoyed the Aqua Fitness session and would love to participate in that session and others like it in the past.

Would like to have more choices, and have topics I like be available in both morning and afternoon. It would also be helpful to be able to attend virtually.

I wish there were more software classes. (MS Teams, Smartsheet, Advanced training for Chrome River, Scheduling with Banner) to name a few. Some of the topics were interesting but which there was more variety.

1) It was a hot day; access to more cold water bottles was needed and communication on water refill stations throughout campus would have been helpful. 2) Line for lunch took too long and we were waiting in the hot sun. Better to have boxed lunches to hand out quickly and bottled drinks to grab quickly rather than being served lunch and poured our drinks. We also needed to eat super fast and missed out on relaxing with co-workers and enjoying the raffle. 3) the Kona ice was a great idea and super refreshing on a hot day! 4) Workshops were a little boring (classification/reclassification workshops) and I miss being able to attend the Planetarium shows. The resiliency and effectiveness by Newleaf was a great class, interactive, good instructor and interesting. Need more of these types of workshops. 5) Overall, I enjoyed the day and spending time with co-workers and getting out of the office. I learned some good tips from Newleaf workshop on handling stress/conflict. Breakfast, lunch and Kona Ice was a really nice treat! Much appreciated! Looking forward to next year! :)

I did not find the selection of workshop topics interesting.

I wish the choice did not say Disagree. I think Classified Senate did a PHENOMENAL job putting together this monumental event. Just a friendly suggestion to add a class on IT security because our campus is always prone to phishing and it is good to be aware on how to stay vigilant. Again, everyone did an OUTSTANDING job.

Opening meeting went over, sharing information session was too close to other groups , we found it hard to hear each other speak and some topics could have been added to give time to share experience that might help others.

I think lunch took too long to get started. Either that or the line was moving too slow and I didn't notice. Felt rushed to finish our food and we were still 15 minutes late to the next session. I think lunch should be a little longer, that would help, thank you.

Additional comments. If you marked "Disagree", please explain.

I would have preferred if there more opportunities for learning more in depth about the different applications we use daily. I really appreciated having at least the Teams workshop, and the Emergency 101, but other than that there wasn't much more.

The sessions could have been a little bit longer, or we should have had more time to get from session to session. A lot of sessions started late because people were still trying to get to the location so we lost time in the beginning and then moderators had to cram a lot of content into a short amount of time. Lunch, specifically, cut into a lot of the second session. Lunch ran late, which made lots of folks run late to their next session.

The topics were interesting/relevant but (1) the presentations were boring - it's either the presenters were just reading from the handouts or from their laptops or the activities were not engaging, (2) information presented were very basic/superficial.

I think next year, it would be nice to see more variety of workshops that could help us like how to handle conflict or even how to improve your skills using programs like Excel.

I would have liked to see more "development" workshops. Most of them served as an informational session.

there weren't enough options and variety

Would like to have more variety of options. Please bring back visits to the Sanctuary and please offer more activities like yoga, relaxation techniques, etc. I did really enjoy aqua fitness. More offerings like that.

It seems like the same topics are used every year. I would like to see more job enrichment such as how to improve skills with software programs and other Mt. SAC programs like Banner, Chrome River, etc.

some of the sessions I attended were just basic and repeated information from past sessions. No new information.

I appreciate the opportunity for CPD; however, the sessions were not very informative and offered repetitive information. They seemed a bit rushed and sometimes lacking direction. The opening session held in 1700 was too chaotic and loud. It did not allow for group discussion as I think was the intention. As small as the groups were, we were shouting over other groups. Despite having to register for CPD day, there were not sufficient bags and names missing from sign in sheets.

I was really grateful that classification and reclassification were topics this year. I'm currently going through that process, and it was so nice to understand what is going on in the background and ask questions about it.

I do agree with both of the above statements but would've also appreciated more discussion related to professional growth, training opportunities, and technical skills training (Outlook, Excel, etc).

I wished there were more on software since I am new.

Works like to see the planetarium shows come back as one of the activities

Not enough training topics

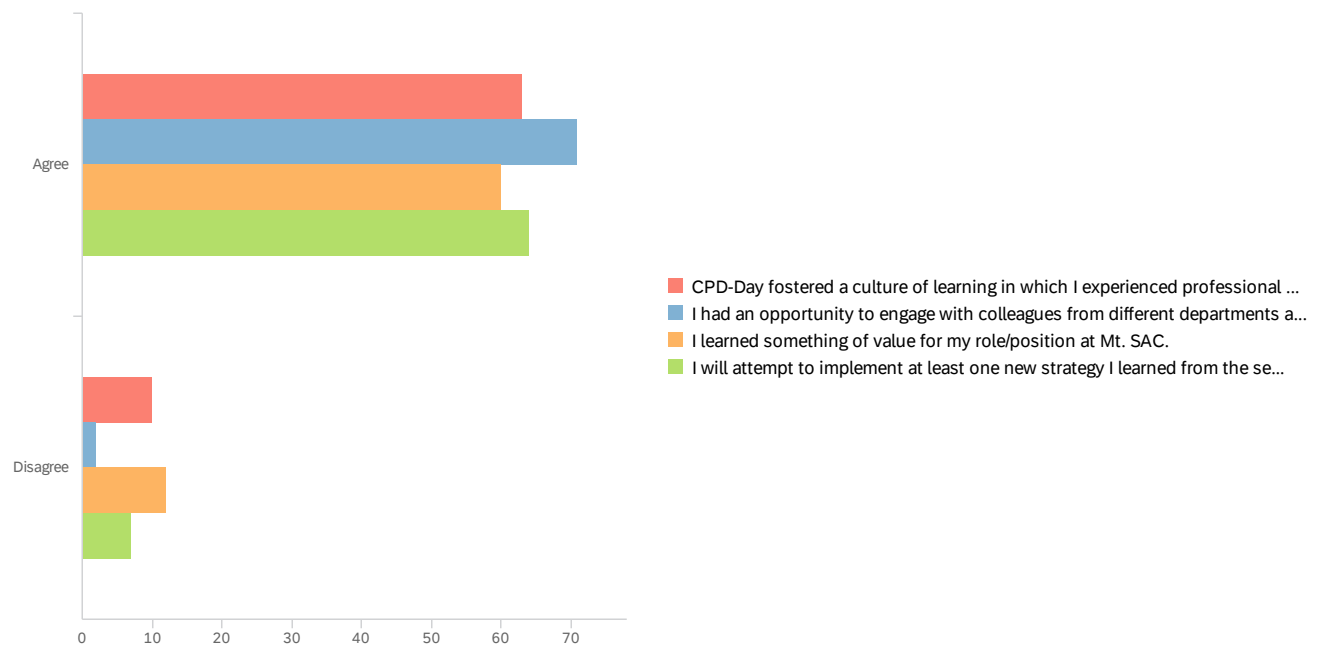
Lunch was too short

Lunch too short and cut into other session time

Q7 - Thinking about CPD-Day communication . . . Registration was clearly communicated and easy to find on the POD website.

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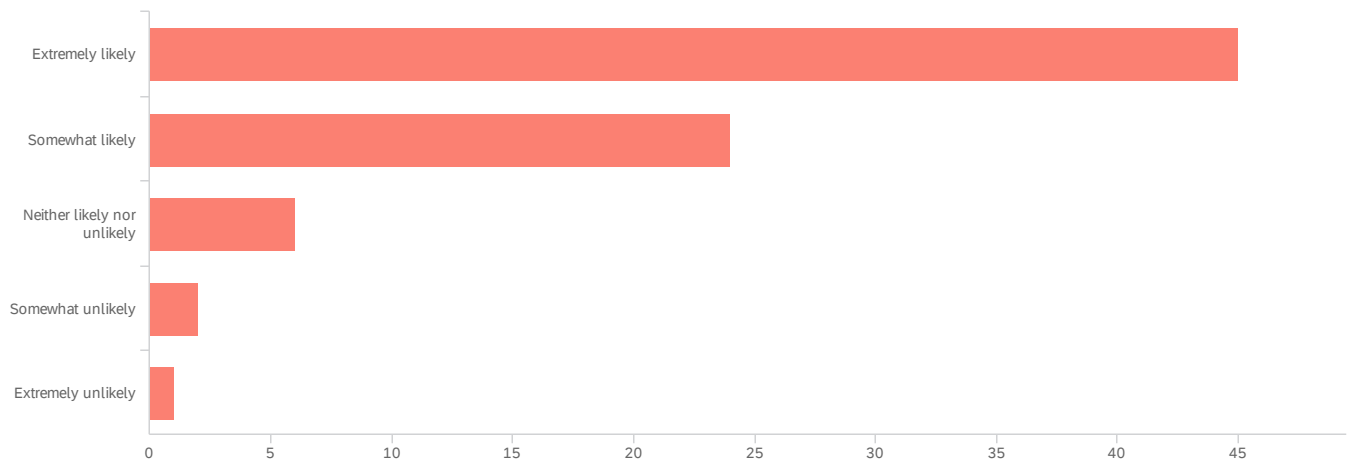
Q13 - Thinking about the overall outcomes of CPD-Day . . .



#	Field	Agree		Disagree		Total
1	CPD-Day fostered a culture of learning in which I experienced professional growth.	86%	63	14%	10	73
2	I had an opportunity to engage with colleagues from different departments at Mt. SAC.	97%	71	3%	2	73
3	I learned something of value for my role/position at Mt. SAC.	83%	60	17%	12	72
4	I will attempt to implement at least one new strategy I learned from the sessions I attended.	90%	64	10%	7	71

Showing rows 1 - 4 of 4

Q15 - How likely is it that you will attend CPD-Day in 2023?



Q16 - You are welcome to provide comments or suggestions for the CPD Day Taskforce in planning for the 2022-23 event?

You are welcome to provide comments or suggestions for the CPD Day Taskforc...

The food was great, though the servers were being slightly stingy with the food. The water coolers throughout the areas were a nice touch, however they ran out of water. Please emphasize that registrants will need to register for ALL sessions, including the opening session. In the past, it wasn't emphasized that it was necessary and so, I did not register for it and was unable to participate in it. The Kona Ice was a great!. Please keep the reclass & leaves & accommodation workshops.

Thank you to all who organized.. great job!!

The lunch time granted was not enough time. As an employee who was in the back of the line it gave me little time to eat and get back to the next session, which resulted in arriving late. It was also hot and found it unpleasant standing out in the sun and heat making I made my way through the line.

Lunch suggestion: Maybe there could be two or three serving stations so that the line moves faster and those attending have the time to eat and arrive on time to the next presentation. The topics made me reflect on some things I could be more aware of and change. Thank you all for all the hard work and time invested in this event. You are appreciated!

please have enough bags or have snacks at each session.

We would benefit with more time available for lunch, even if in waves. Loved the session in the morning when we were able to discuss different topics and get to know new colleagues.

I really enjoyed the last session , changing it up and having a physical activity. The aqua fitness class was terrific ! It was the best, I felt rejuvenated and full of energy !

1. It would be nice to have a different type refresher at the trucks.

Please consider offering virtual/online options. I am not yet comfortable attending large, in-person events.

I would like to see a greater variety of sessions offered beyond those provided on a regular basis through POD. Suggested sessions: CPR, Fitness classes, Stadium tour, Construction Update to learn what buildings are coming & to get an inside look on new facilities. The opening session was a bit disappointing this year. Would prefer a keynote speaker. While I appreciated the VP's (or their designees) thanking employees, I would have appreciated hearing an update on their area and things coming

Most of my colleagues in my department did not attend. I was told it was due to the fact that a person must attend the whole day or nothing. Most of my team had obligations/meetings and were not available for the whole day.

More software related classes. Coordinated classes closer together due to the heat and walking distance. The closing session was nice for the treat and the drawings but maybe eliminate it and extend the lunch time. Lunch was too short and we were late to the afternoon session which shorten the session time. Maybe offer handouts of presentations or place online for us to download before the session.

Management in my area does not do enough to encourage participation, they prefer the employees work in the office answering phone and helping at the counter. Only three individuals of 16 attended, I don't know if that is an issue for CPD.

1) It was a hot day; access to and more cold water bottles was needed and communication on where water refill stations were throughout campus would have been helpful. 2) Line for lunch took too long and we were waiting in the hot sun. Better to have boxed lunches to hand out quickly and bottled drinks to grab quickly rather than being served lunch and poured our drinks which took too long. 3) would love to attend Planetarium next year as a workshop option. 4) Looking forward to next year!

You are welcome to provide comments or suggestions for the CPD Day Taskforc...

Please provide bigger rooms for each session. We had a jam-packed one-topic session in the small room during this Covid time and it was very uncomfortable to learn.

This year's classes seemed to be a lot of the monthly POD classes that are already provided on campus. The few that were specific with regards to classification, re-classification, and retirement felt a little too specific and didn't really apply since I just started my new permanent position. I heard in the past there were tours of the Wildlife Sanctuary, and some of the art offerings by building 2. I think looping some of those back in, as well as a generic benefits session would be great!

The opening workshop in the hall was a great idea but the groups were too large. It was too loud to hear anyone. (I would suggest maybe head to different locations. Lunch was not efficient. If there was two serving stations it would have helped the flow better. By the time I sat it was five minutes till the next workshop. Was not told to put raffle tickets in at lunch time as well. Even in line for lunch I was told it was for the end of the day. The afternoon snow cones was a wonderful

The bag at sign had amazing useful items. The reusable utensils was a nice touch. However, it was really hot, and we could have used a fan or more water. Really liked the he break out sessions for the Tip and Tricks. But need to be spread out more. It was hard to hear with all the groups so close together. It would be interesting to share with the whole classified group some of the answers/discussions. Closing session could be shorter with less giveaways. Kona Ice is a MUST next time!

Thank you all who participated to put this event on for CSEA! This event was so valuable, and it was truly great to interact with fellow CSEA from different departments! I hope CPD Day is here to stay, as I look forward to always attending this event! Favorite event of the year!

Can we bring back the breakfast burritos for breakfast? Loved the clear tote bags! I enjoyed the group discussing by colors, next time if we can be in classes or spread out more to be able to hear others in our group. (the downstairs lobby was too loud). Maybe have the lunch BBQ next year (just a suggestion, hopefully Sodexo won't be late next time) Overall, I enjoyed CPD day! Thank you

There was a great question asked during "What you don't know" session: If you could work another job on campus, what would it be? It would be kind of fun to have a session where we could pick a department to see what a typical day would look like, get a tour, and find out more about the job.

I enjoyed the group breakout sessions the most (where we were grouped by the color of our wristbands). It was extremely noisy sharing the classroom with another group though. Next time, consider using more classrooms so each group didn't have to talk over the other group.

Please separate the groups where there is less noise interruption. It would be nice to mix groups while having lunch to allow meeting other staff members with question on the table where we can learn about each other.

The sessions were interesting, the presenters were mostly good. I think things struggled a bit during lunch time. That's my only concern. Overall I'm very thankful for CPD Day, and look forward to attending next year. It's always nice to take a day to connect with fellow staff from other parts of the campus.

Thank you for all of the water coolers along the campus, that really helped on such a warm day. Something to think about... -plan for a better method of serving lunch. We stood in line for at least 30 minutes, and had to eat in a rush and be out the door within 10-15 minutes in order to get to our next session. -Offering more workshops related to advanced skills for Excel, Microsoft, etc. -Offering other "fun" workshops, while still something interesting to learn. Thank you!

- streamline lunch. make it box lunches and have several pick-up spots so that long lines do not form which makes attendees run late for the next event, or spend their entire lunch time waiting in line. - allot longer times in between sessions to give people enough time to walk to their next location, or schedule sessions in locations closer to one another - provide more water bottles, water ran out early - bigger spaces - or set registration limits . some of the sessions were very cramped

The mental health workshop would have been better if the presenters presented, instead of just playing videos for us. The "what do they know" session should be in a quieter room, it was difficult to hear each other because all the breakout groups were in the same room. It would be beneficial for employees if someone from CalPERS presented a session about understanding CalPERS retirement for all ages. I really enjoyed the Resiliency workshop and the one about using your strengths. Thank you!

You are welcome to provide comments or suggestions for the CPD Day Taskforc...

The presenters are not well organized or prepared. I do appreciate you placing ice chests with bottled water along the walkways. There were not enough tote bags to give to all participants; maybe order more next time? Speaking of tote bags, maybe add a fan in there because it was really hot the whole day.

Great job and kuddos to the planning team. I only had 10 minutes to eat lunch. I would recommend either box lunches for a quicker p/u or having 2 lines if hot food is going to be served.

i found it to be a great day. it's nice to interact with other employees on campus. Everything was very planned out and turned out great.

Try and push for sessions to end on time, my last session ran really late and missed the Kona ice truck.

Really enjoyed the Aqua fitness class

The classes went a little long so there was no break in between. Also, it was hot and no water was provided. But overall it was a good event.

The Aqua aerobics sessions was great. Good idea to offer more physical sessions like this one.

I really enjoyed the Tips & Tricks

I would like to see more discussion groups like the first break out session and to learn about resources on campus, such as the availability of the pool and other things newer employees may not know of. Also, more professional growth sessions, such as communication skills, etc.

We don't need superficial events like q&a with upper and executive managers or with a CEO. As long as there is a disparity and they make a quarter million dollars a year, I have nothing to gain from someone that does not experience the same systematic issues that I do. What we need are people from SchoolsFirst to help us with budgeting or debt, people to help us discuss Roth IRAs and 403b accounts. Reclassification is fine but I've known folks who have been trying for 15 years.

The resiliency and effectiveness workshop was great! And I LOVED the aqua fitness class!!! Loved the Kona Truck! The networking with other classified was also a great touch! Great to meet with other people that I never see!

I was hoping for some more self-care/recharge type of workshops.

Please more activities and more time for lunch.

There felt a lack of racial diversity among presenters/consultants. I would like to see the ethnic and racial makeup of Classified professionals on this campus reflected in the speakers we invite, and pay, to present at CPD-Day in the future.

I love CPD day but when given the choice of this years offering or working my regular schedule I chose to work my regular schedule. I did not like that the afternoon session had one option that involved the pool. None of the classes applied. I'm not getting reclassified, I know how to use software, taken all the emergency safety classes. I feel like we need a new infusion of topics. I love touring the Wildlife sanctuary. Maybe there could be tours of the new bldg/spaces lead by the PM or Gary N.

I loved the Aqua Fitness class lead by Erica Ledezma. It was so much fun and I got a great workout (not to mention it was so refreshing on such a hot day!). It has motivated me to start working out in my community pool!

I believe they should have more destressed activities and sessions that are not repeated and more interesting.

Either to have lunch time extended so that everyone has time to be served food and eat it or to at minimum open the door and be ready to server persons as soon as the workshop time is finished.

The pool class was a nice addition as it was different from opportunities in the past. It would be nice to have more dynamic presentations rather than merely reading from a Power Point.

You are welcome to provide comments or suggestions for the CPD Day Taskforc...

Organization of this year's CPD day seemed a little unorganized from previous years. Locations and class changes seemed to be made more than ever. Loved the Water Aerobics as a choice - great way to end the day.

The CPD overall is good and I will attend next year. Also, the lunch is very good. However, the wait line was about 45 mins; therefore, I missed the first afternoon class. Also, the tote bag is out in the opening session.

Some of us still have COVID (and now monkeypox) concerns. I really appreciate the breakfast pastries being individually wrapped. Not only does this keep the flies away, but I don't have to worry about people breathing on my food. I wish the same had been done for lunch. There wasn't enough time to serve everyone and eat before the afternoon session. Individual boxed lunches would have been faster and more sanitary.

I did not feel like any of the workshops were significant or geared to my professional development. Workshops in utilizing strengths seem to be redundant year to year. I do not see how workshops on title 9 and classification are related to professional development, whereas they are more for educating and informative purposes in another capacity. I would like to see a variety of fun, interactive , hands on workshops. There were no Excel, Word, or PowerPoint workshops at the very minimal.

This years workshops were repetitive of last years workshops

Thanks for putting CPD Day together! A few suggestions. Lunch was too short/it took too long to distribute food. Room 12-1280 had some annoying air conditioning so presentation. (Fans ramping up/down). It distracted from the presentation.

Make the time for lunch should be longer, late for afternoon sessions. The what do you know session, needs to be in a better location. It's was too loud and we couldn't hear other people. Coordinate the sessions in closer due to heat and timeframe to get to locations.

Loved aqua fitness

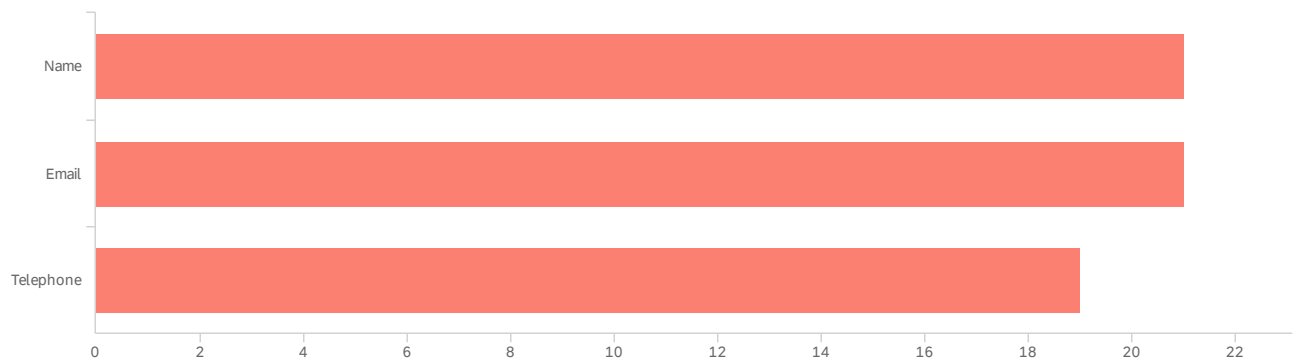
Please change the lunch arrangements to shorten the waiting line.

Water stations where empty. Lunch line was extremely slow and under the sun. No reference material was provided for Teams workshop.

More lunch time and break between sessions

Q21 - You are welcomed to participate in the Classified Professional Development Day

Planning for 2022-23. Please provide your contact Information so that the taskforce lead(s) may contact you.



#	Field	Choice Count
1	Name	34% 21
2	Email	34% 21
3	Telephone	31% 19
		61

Showing rows 1 - 4 of 4

Name

Name
Valerie Biller
Dalia Khalil
Win Mar
Ana Gabriella Uriarte
Elizabeth Navarro
Salote Wailase-Fonua
Min Min

Name

Johnny Jauregui

Luisa Spanu

Jennifer Kissel

Carole Stevens

Jose Pena

Leslie Hennings

Lynn Matthiesen

Ashley Gallegos

Kymberly Kim Macala

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9094466991

5242

19095788531

Telephone

x6114

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x4683

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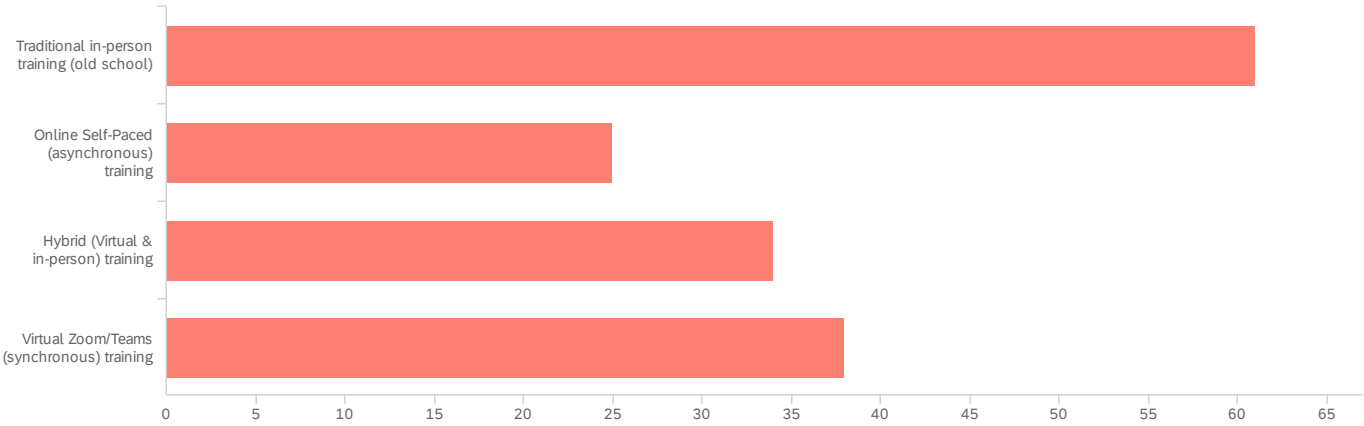
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Q17 - During 2022-23 I plan to attend workshops in the following formats: (Select all that apply)

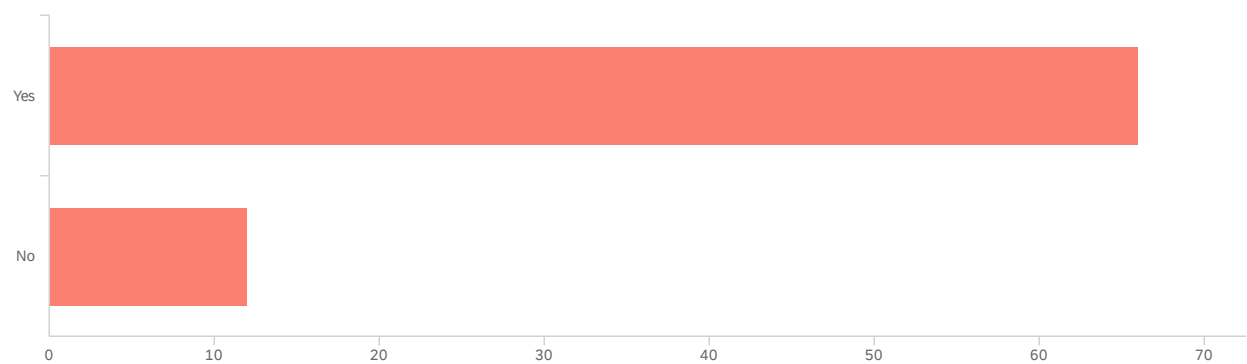


#	Field	Choice Count
3	Traditional in-person training (old school)	39% 61
4	Online Self-Paced (asynchronous) training	16% 25
6	Hybrid (Virtual & in-person) training	22% 34
9	Virtual Zoom/Teams (synchronous) training	24% 38

158

Showing rows 1 - 5 of 5

Q18 - Mt. SAC is committed to providing staff with the knowledge and skills required for effectively engaging students in meaningful and culturally responsive ways. Do you plan to attend Diversity, Equity, Inclusion, Social Justice, and Anti-racism learning opportunities in the coming year?

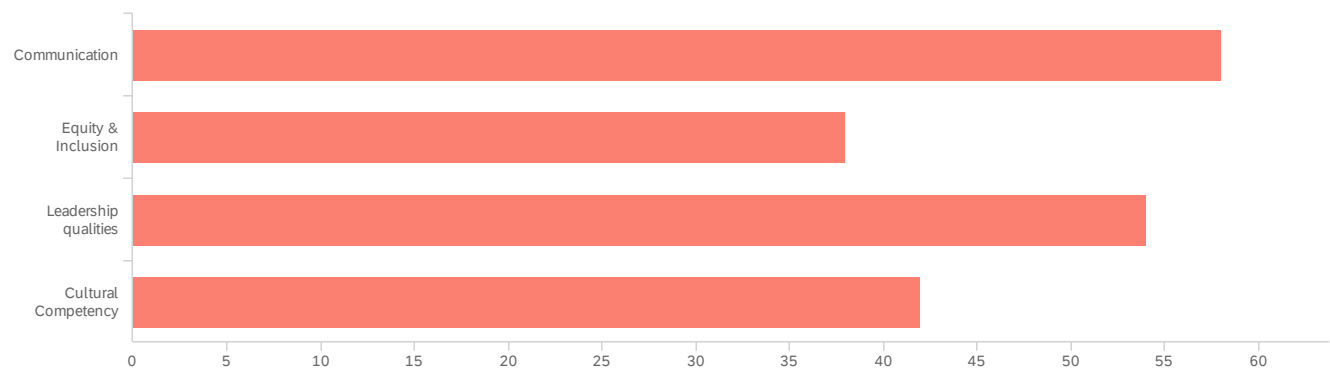


#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Mt. SAC is committed to providing staff with the knowledge and skills required for effectively engaging students in meaningful and culturally responsive ways. Do you plan to attend Diversity, Equity, Inclusion, Social Justice, and Anti-racism learning opportunities in the coming year?	1	2	1	0	0	78

#	Field	Choice Count
1	Yes	85% 66
2	No	15% 12

78

Q19 - The Great Staff Retreat is another opportunity designed to support classified staff in employee engagement and motivation, team building, leadership, effective communication, and a better understanding the roles of other colleagues. What skills would you like to develop during this retreat? (Select all that apply)

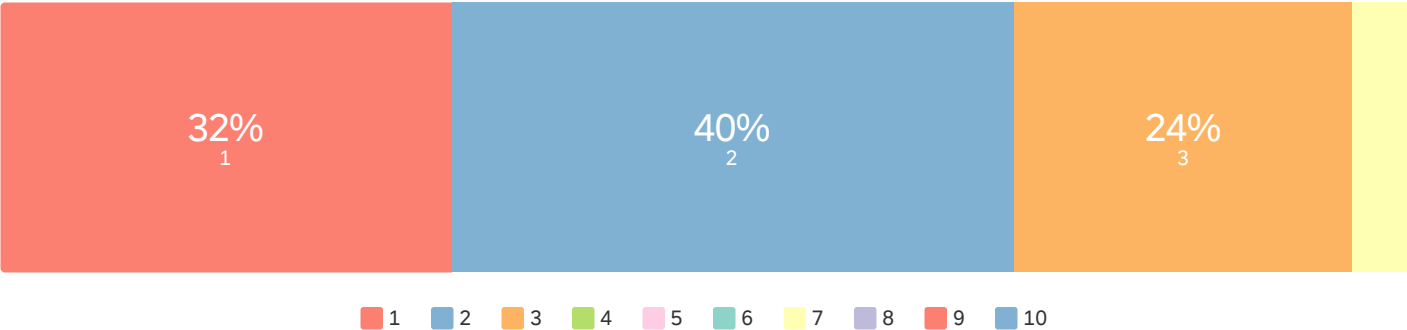


#	Field	Choice Count
1	Communication	30% 58
2	Equity & Inclusion	20% 38
3	Leadership qualities	28% 54
4	Cultural Competency	22% 42

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Q20 - Please RANK/ORDER your TOP 3 areas of interest for workshop offerings or programs that you would like to attend. (1= top choice, 2= 2nd choice, 3=3rd choice)

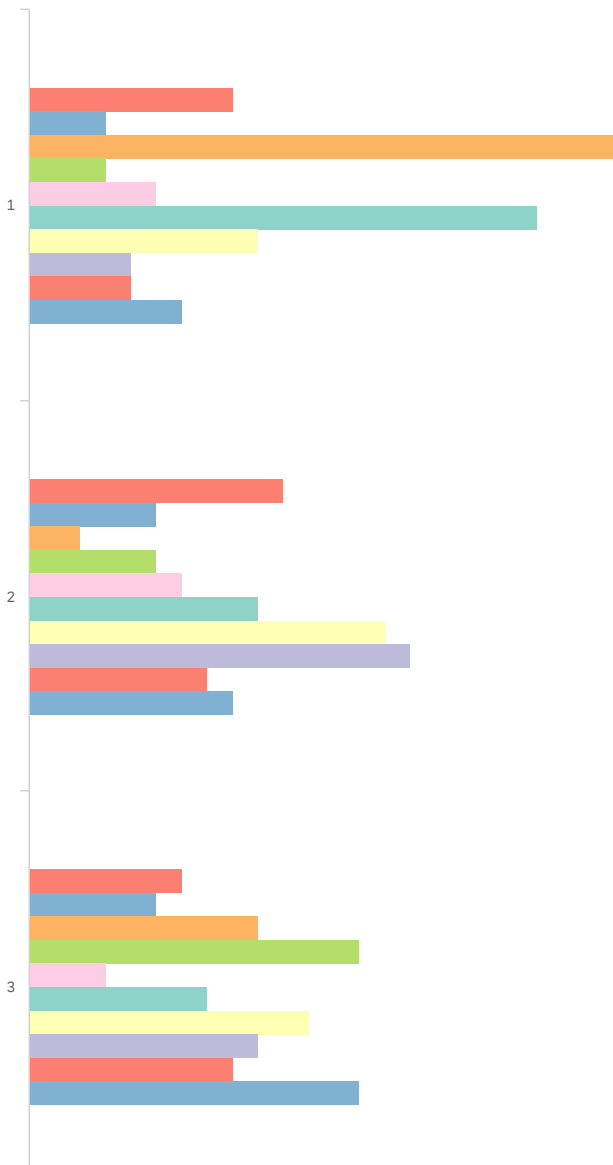


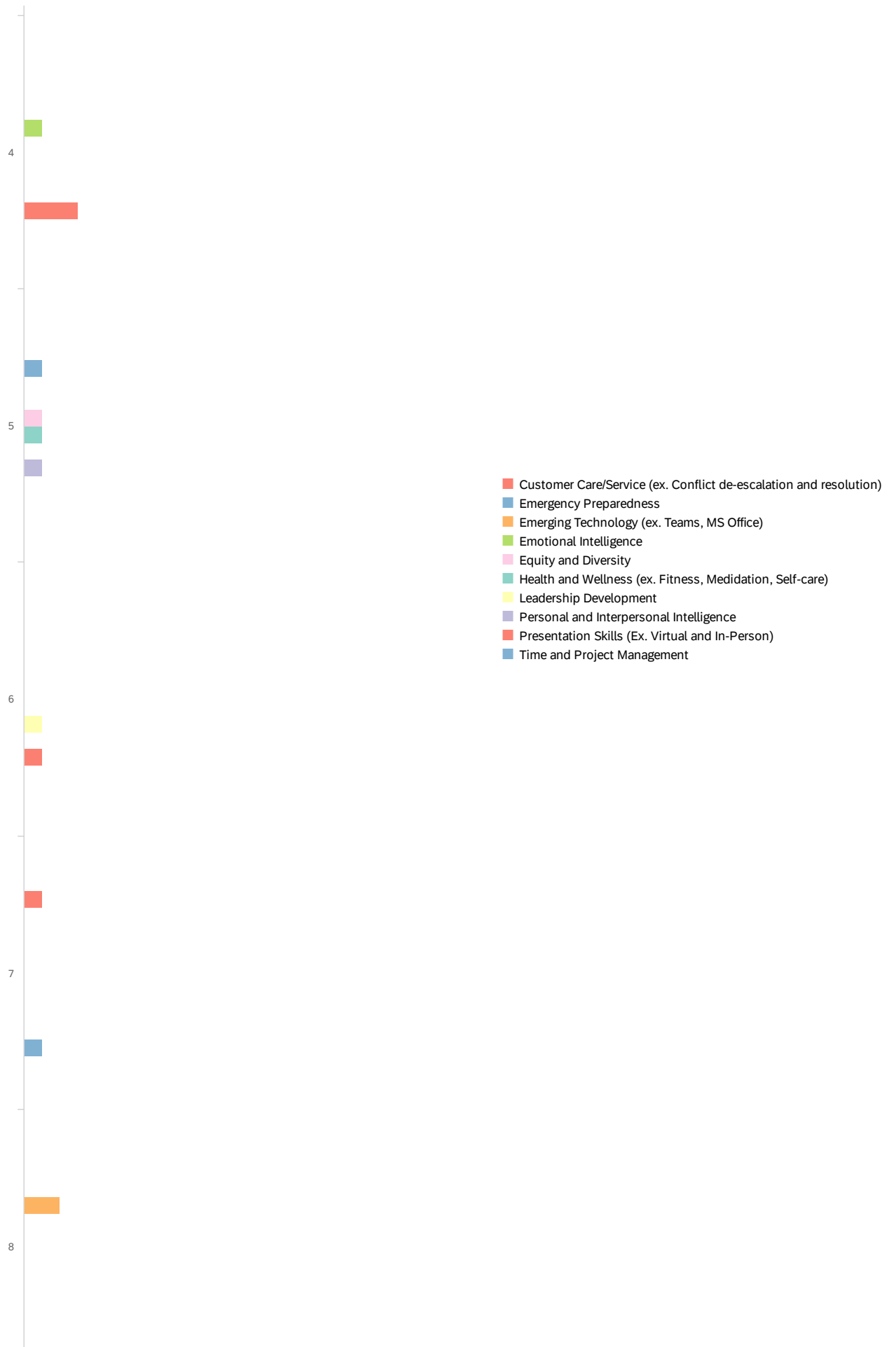
#	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	Customer Care/Service (ex. Conflict de-escalation and resolution)	1	7	2	1	2	25
2	Emergency Preparedness	1	9	3	2	4	15
3	Emerging Technology (ex. Teams, MS Office)	1	8	2	2	3	36
4	Emotional Intelligence	1	4	3	1	1	22
5	Equity and Diversity	1	10	3	2	5	16
6	Health and Wellness (ex. Fitness, Meditation, Self-care)	1	9	2	1	2	38
7	Leadership Development	1	6	2	1	1	35
8	Personal and Interpersonal Intelligence	1	5	2	1	1	29
9	Presentation Skills (Ex. Virtual and In-Person)	1	6	3	1	1	23
10	Time and Project Management	1	7	2	1	1	28

#	Field	1	2	3	4	5	6	7	8
1	Customer Care/Service (ex. Conflict de-escalation and resolution)	32% 8	40% 10	24% 6	0% 0	0% 0	0% 0	4% 1	0%
2	Emergency Preparedness	20% 3	33% 5	33% 5	0% 0	7% 1	0% 0	0% 0	0%
3	Emerging Technology (ex. Teams, MS Office)	64% 23	6% 2	25% 9	0% 0	0% 0	0% 0	0% 0	6%
4	Emotional Intelligence	14% 3	23% 5	59% 13	5% 1	0% 0	0% 0	0% 0	0%

#	Field	1		2		3		4		5		6		7		8
5	Equity and Diversity	31%	5	38%	6	19%	3	0%	0	6%	1	0%	0	0%	0	0%
6	Health and Wellness (ex. Fitness, Medidation, Self-care)	53%	20	24%	9	18%	7	0%	0	3%	1	0%	0	0%	0	0%
7	Leadership Development	26%	9	40%	14	31%	11	0%	0	0%	0	3%	1	0%	0	0%
8	Personal and Interpersonal Intelligence	14%	4	52%	15	31%	9	0%	0	3%	1	0%	0	0%	0	0%
9	Presentation Skills (Ex. Virtual and In-Person)	17%	4	30%	7	35%	8	13%	3	0%	0	4%	1	0%	0	0%
10	Time and Project Management	21%	6	29%	8	46%	13	0%	0	0%	0	0%	0	4%	1	0%

Showing rows 1 - 10 of 10







End of Report