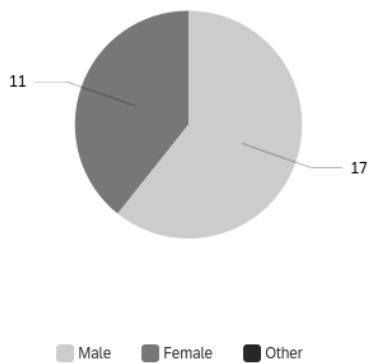




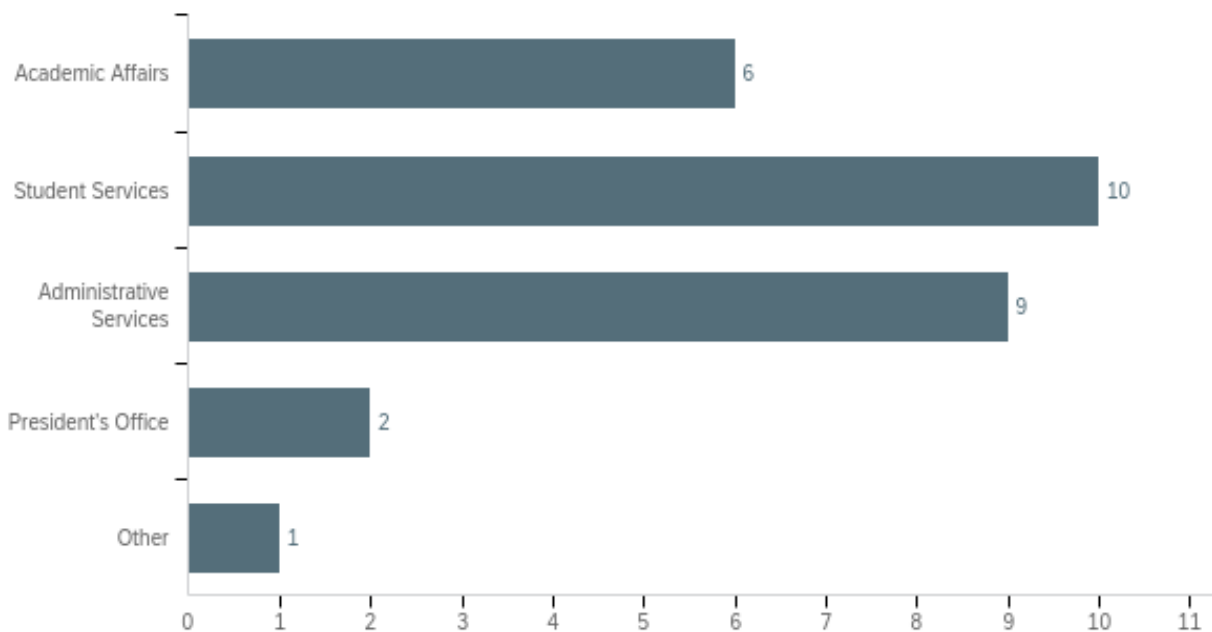
Professional Development Needs Assessment- Manager - Spring 2021
August 19, 2021

n=28 (of 42) for a 67% response rate

What is your gender?

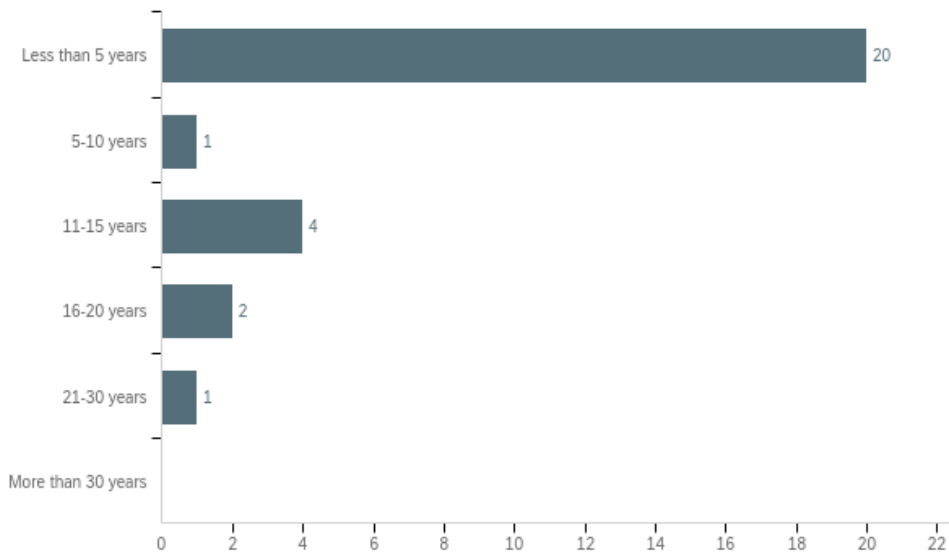


What is your area?

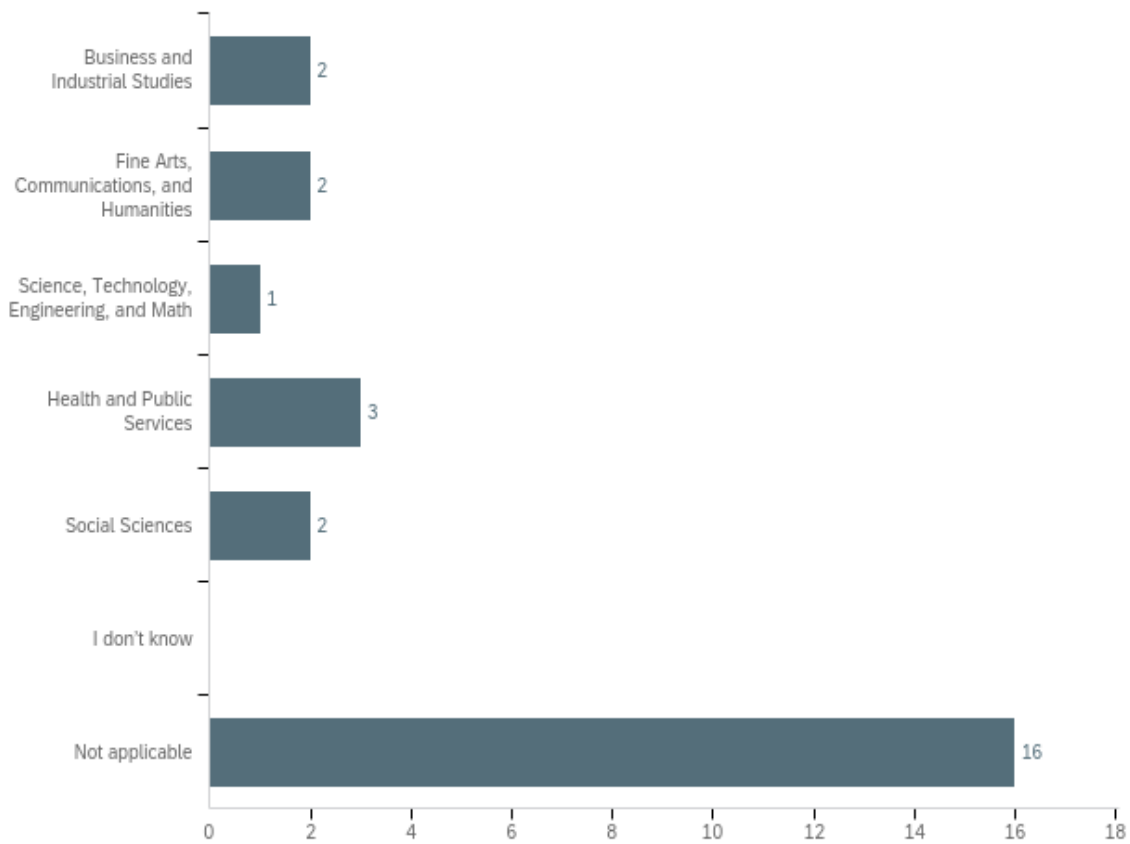


Other - Human Resources

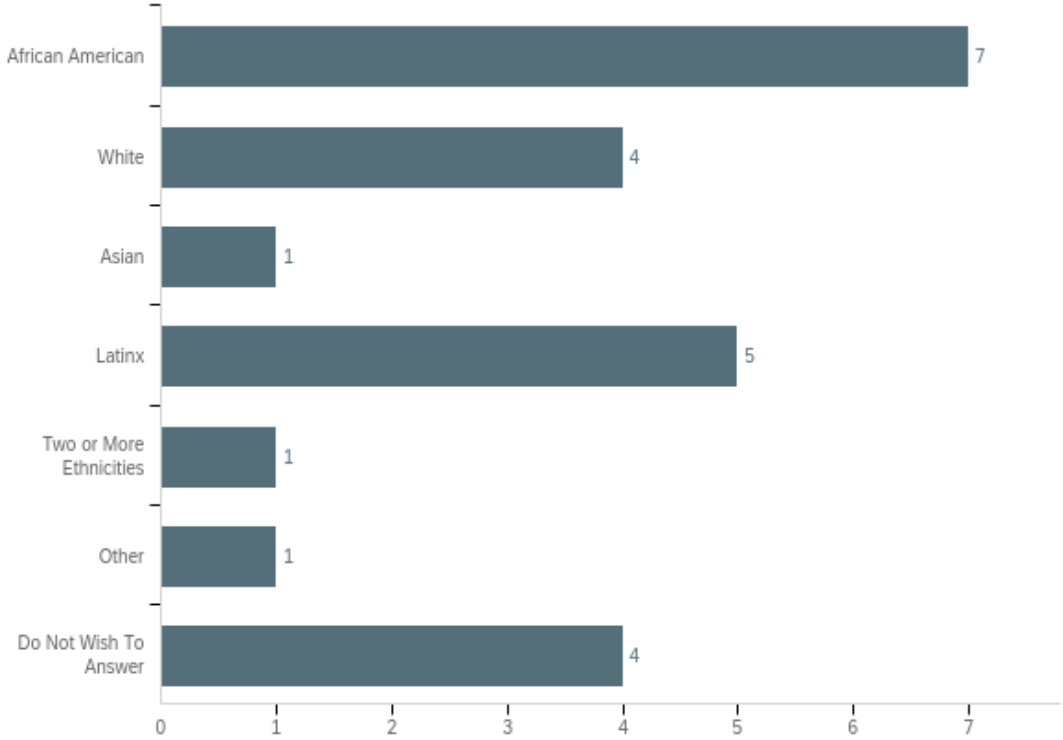
How long have you worked at Compton College?



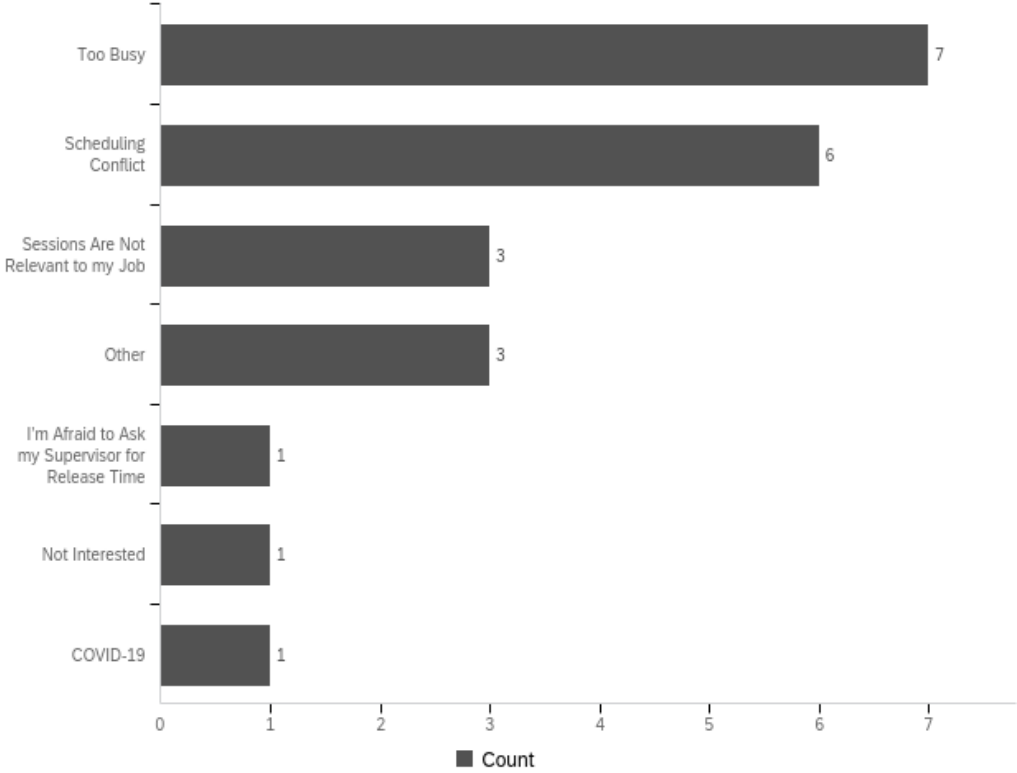
What is your Guided Pathway Division?



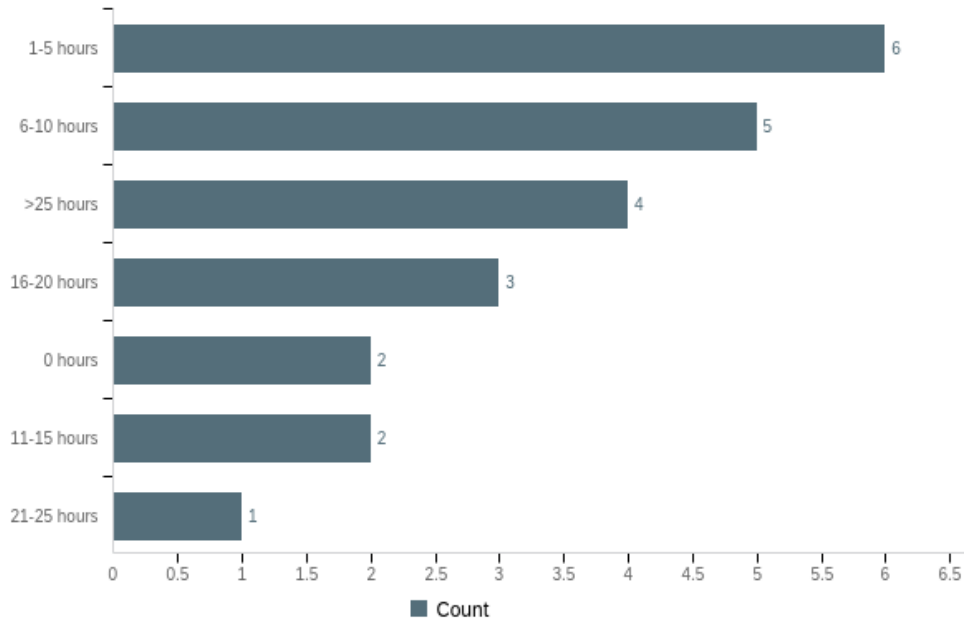
What is your ethnicity?



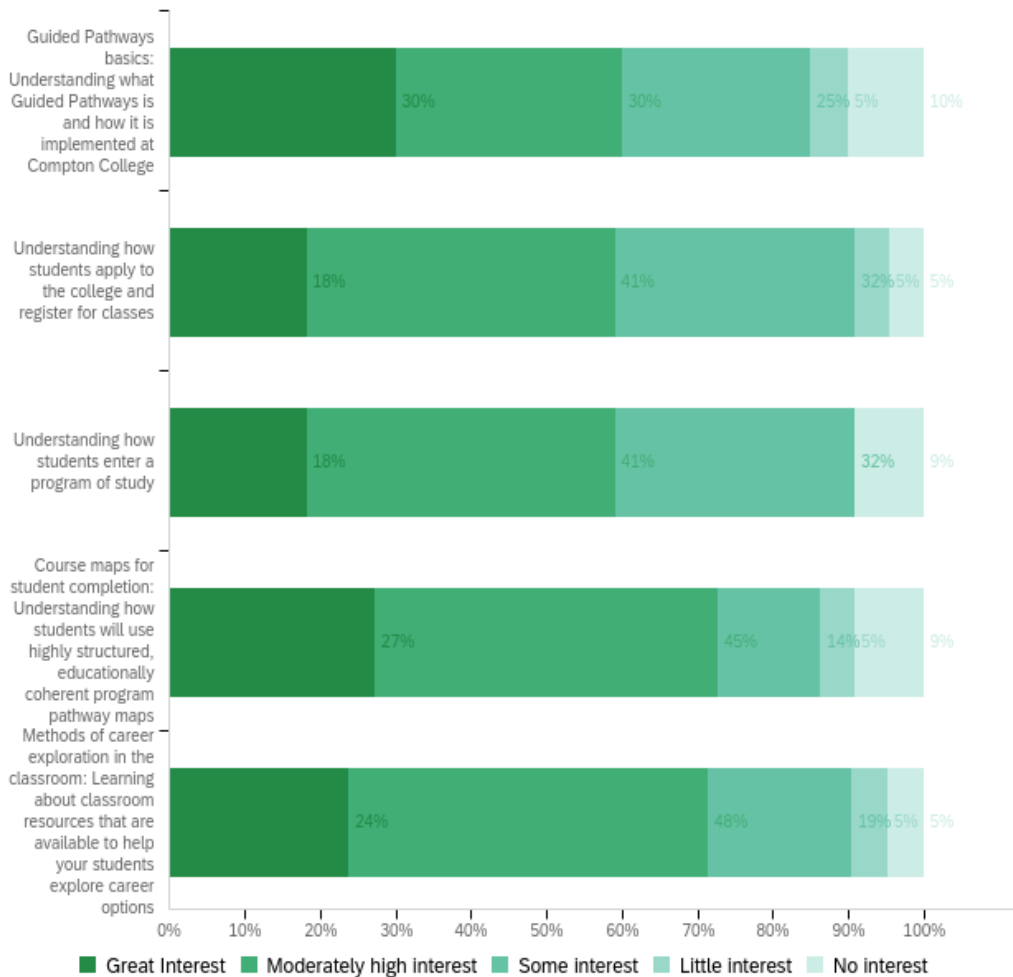
In 2020-2021, what kept you from participating in professional development activities?



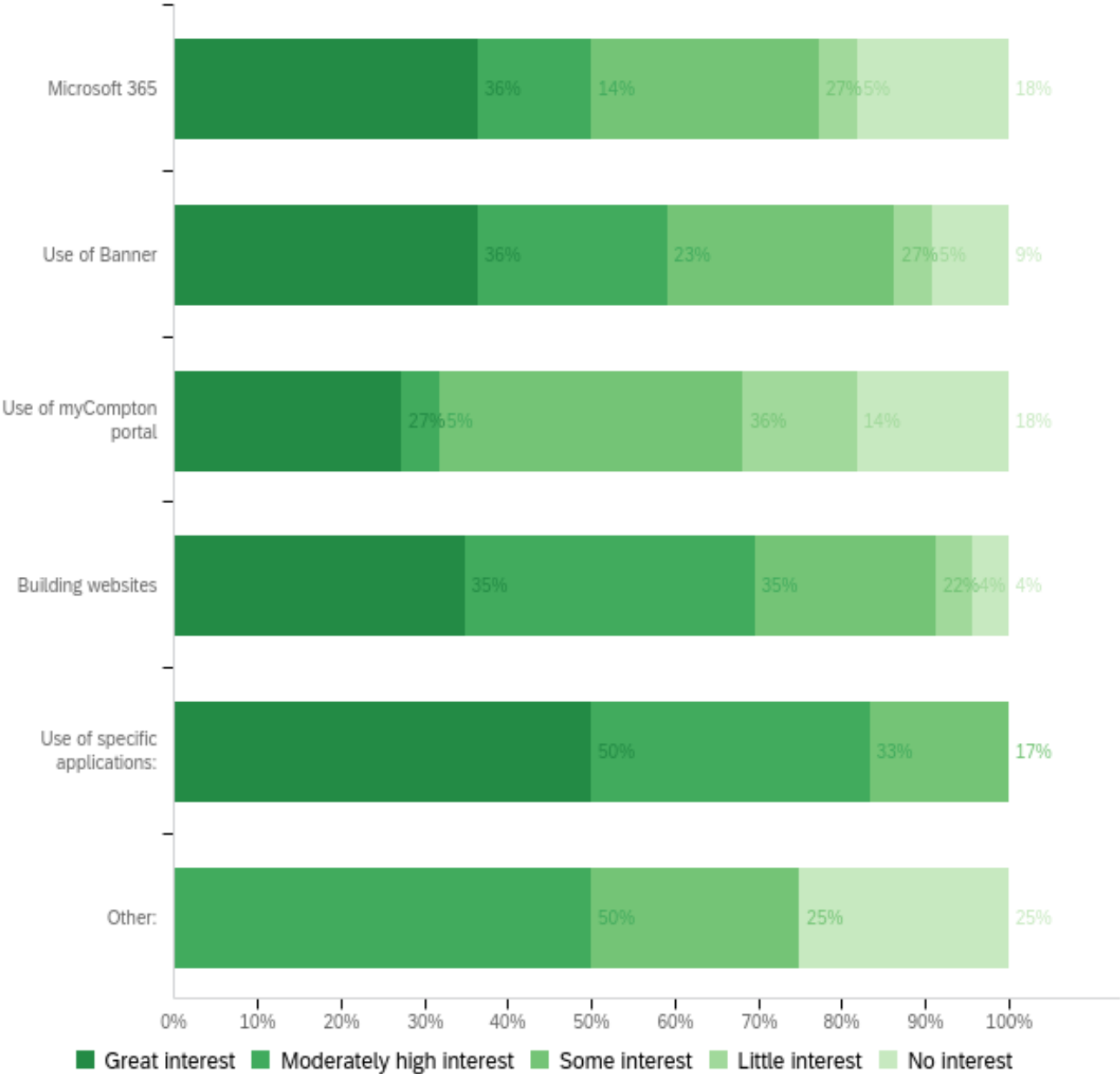
How many on-campus PD hours did you attend in the last year (2018-2019)?



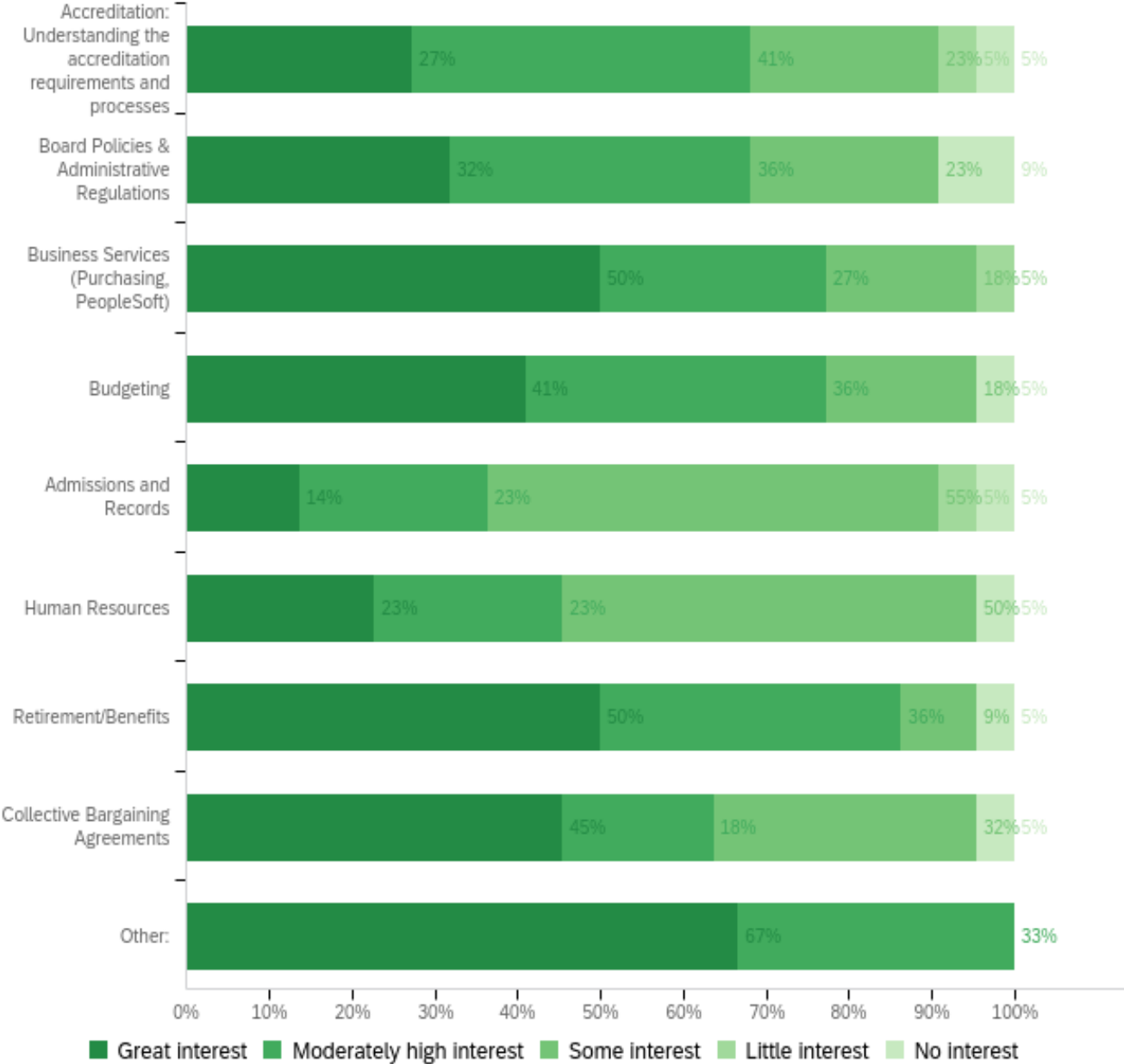
Please rate your level of interest in the professional development topics to implement Guided Pathways:



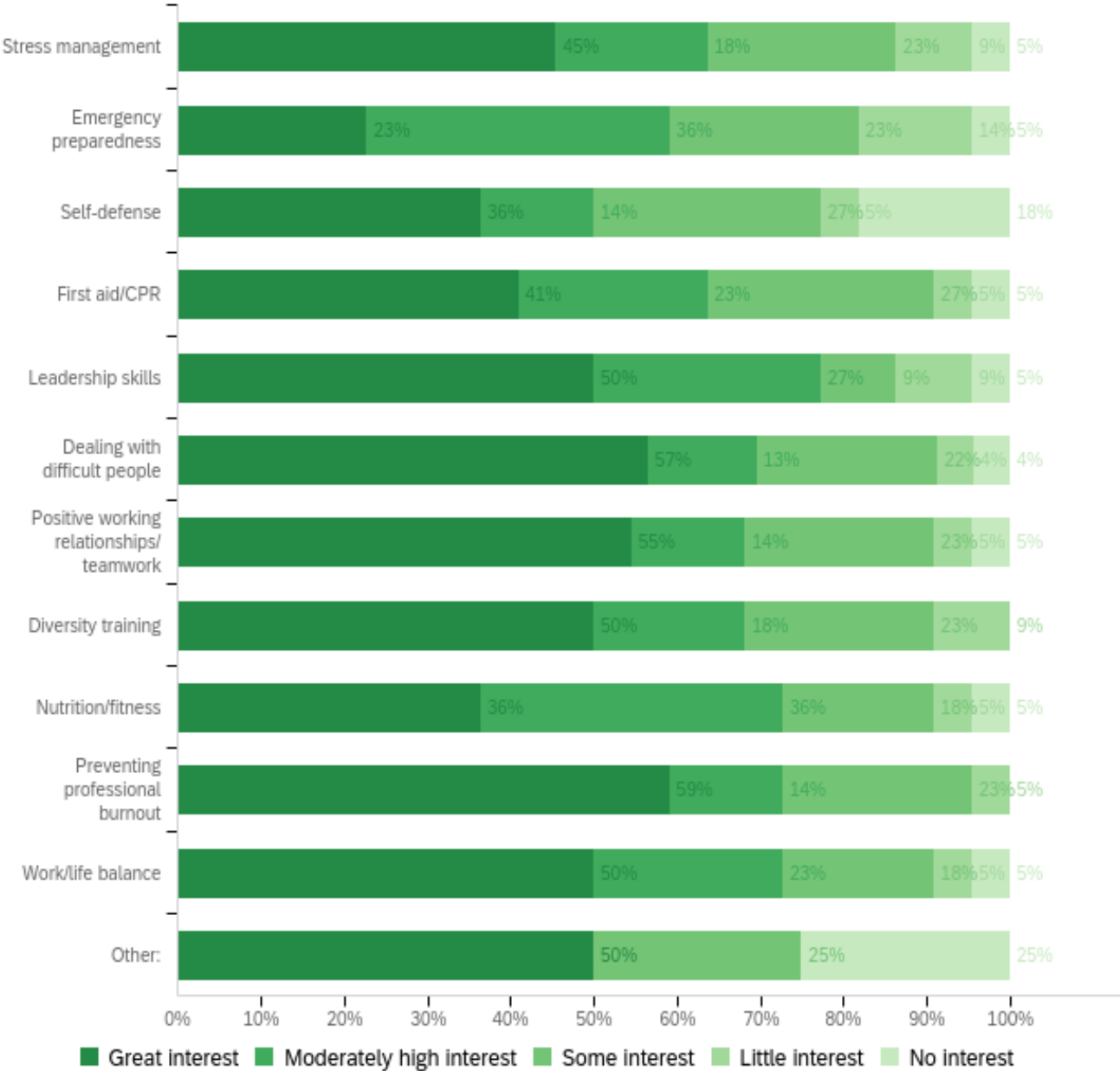
Please rate your level of interest in the professional development topics to improve your general use of technology:



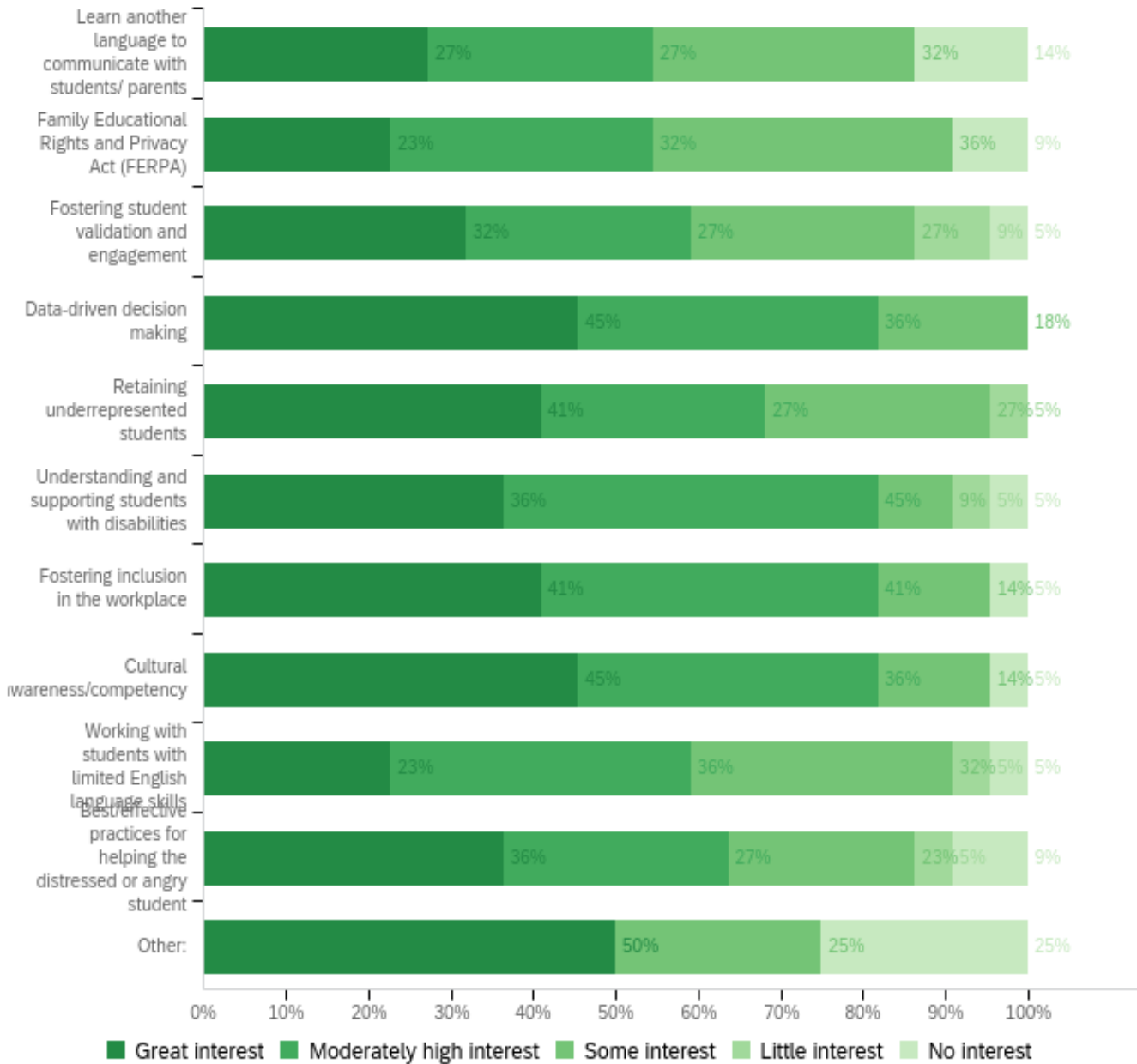
Please rate your level of interest in the professional development topics to increase your understanding of Compton College policy or procedures:



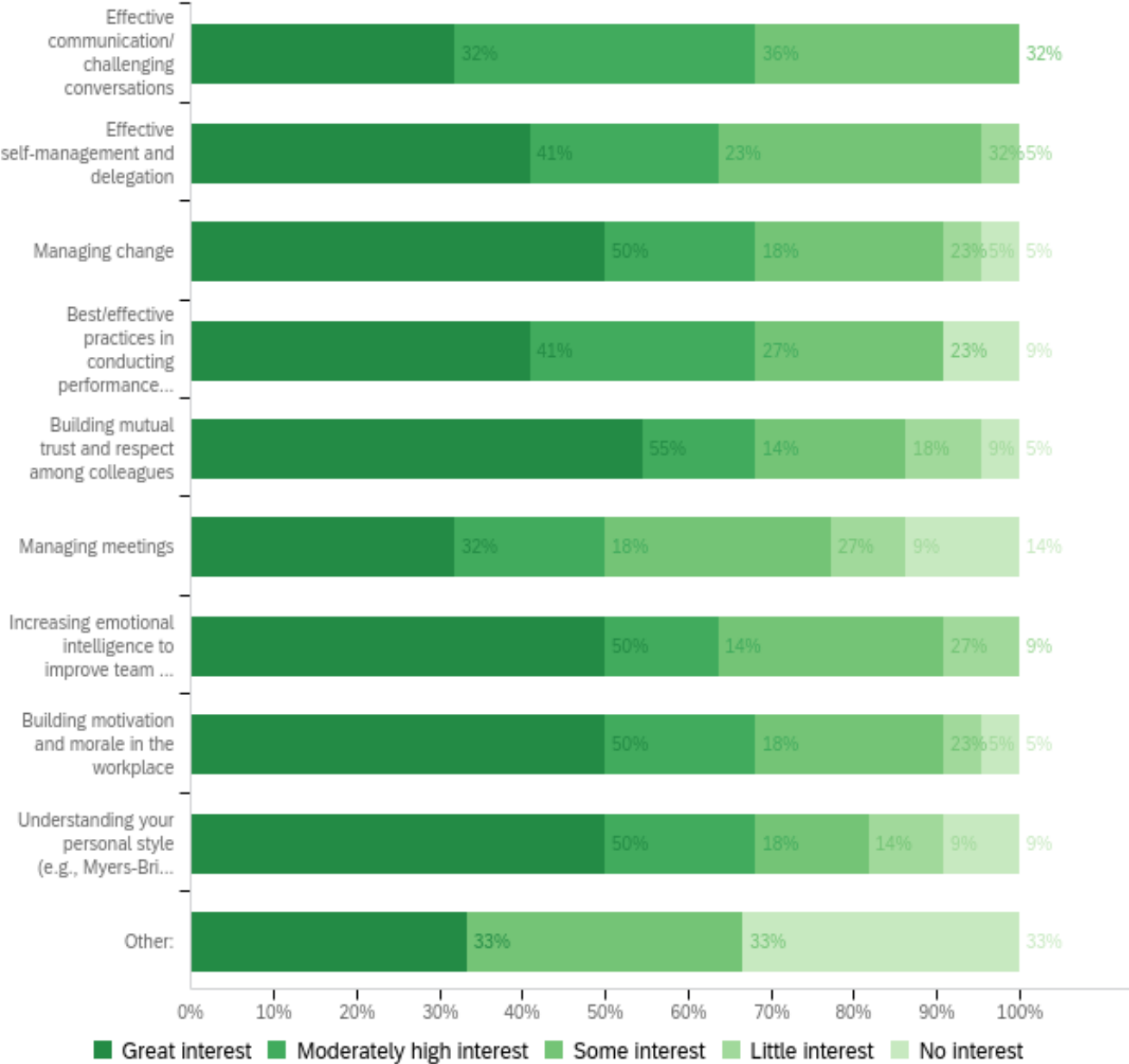
Q24 - Please rate your level of interest in the professional development topics related to improving your health and wellness:



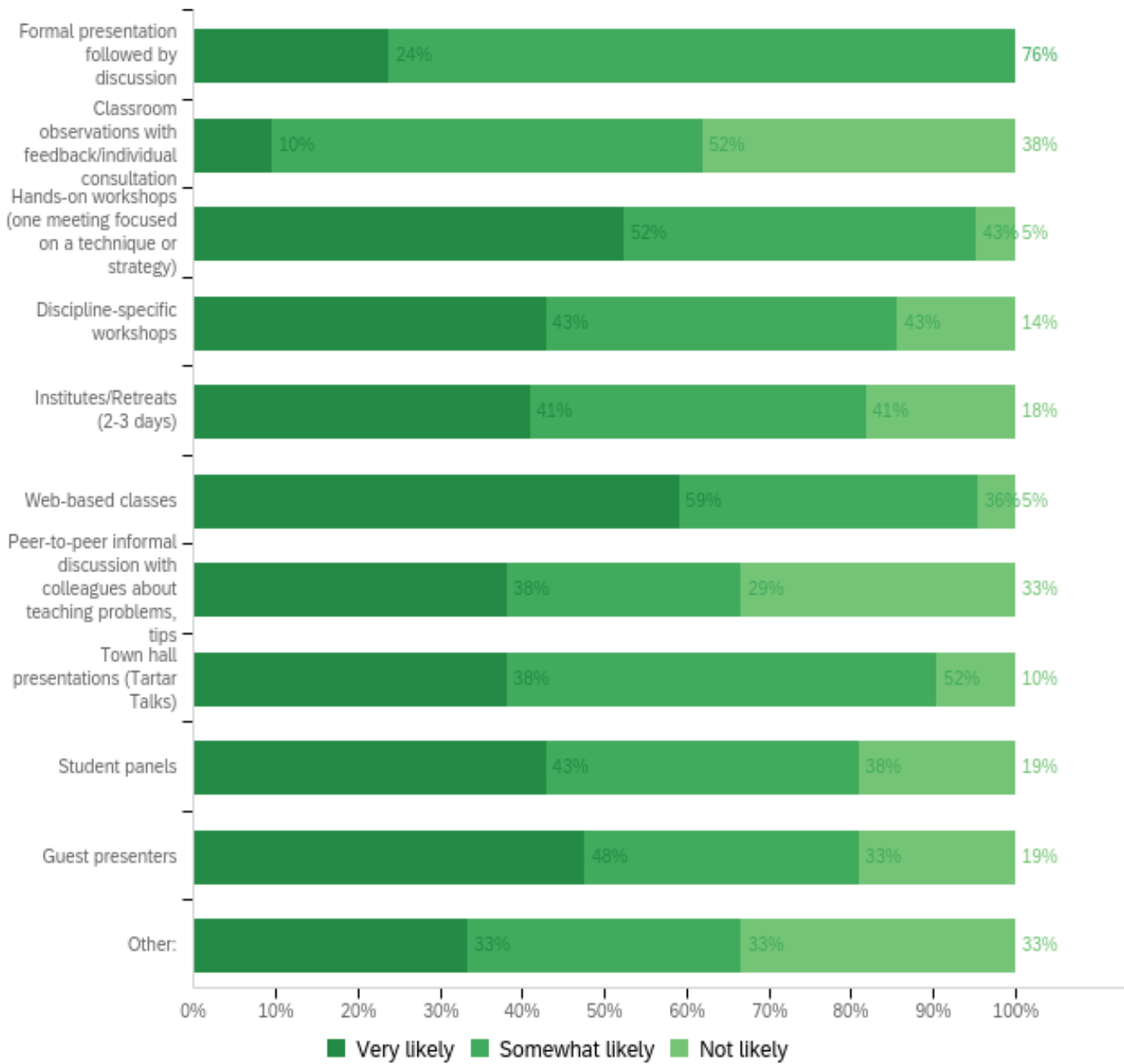
Please rate your level of interest in the professional development topics to enhance your work?



Please rate your level of interest in the professional development topics to enhance your leadership skills:



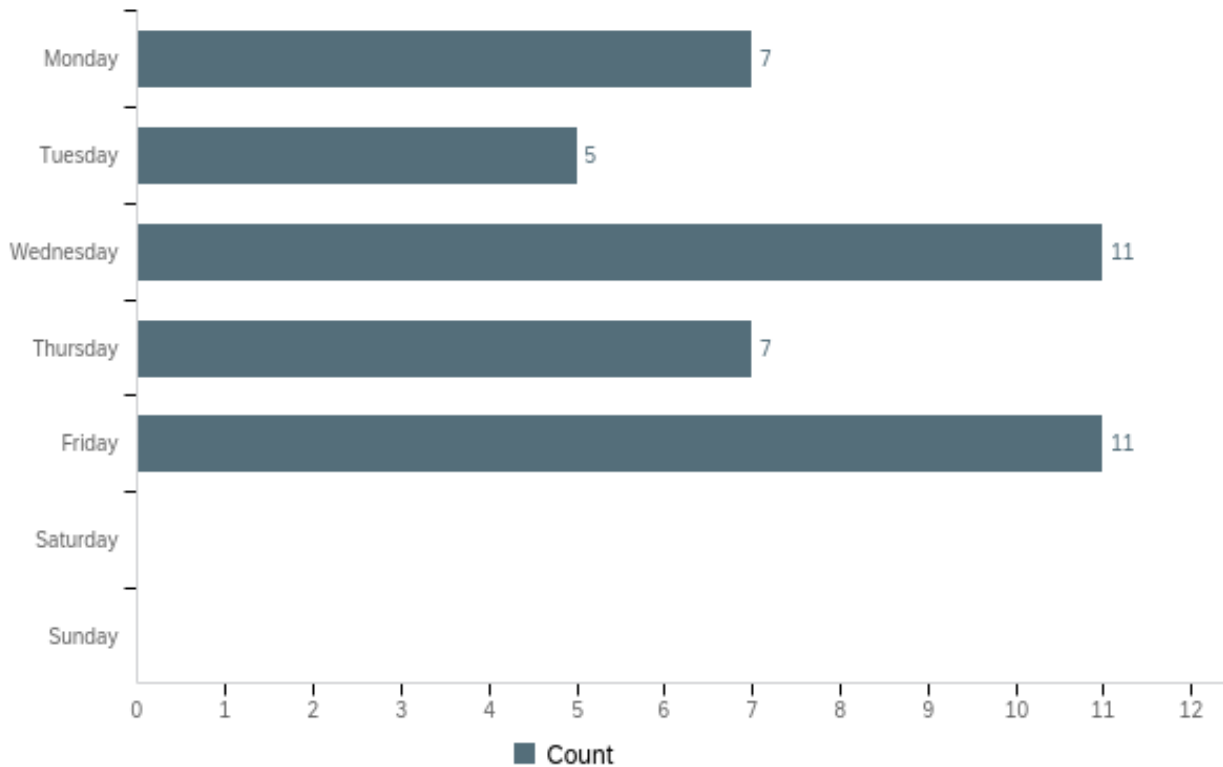
In which of the following types of activities would you be most likely to participate?



Rank the types of trainings you prefer:

#	Field	Mean
1	1-2 hour segments	2.08
2	Brown bag lunches	2.69
3	Half day	2.31
4	Full day	3.15
5	Other	4.77

What days do you prefer for trainings:



What do you need to enhance your career?

SQL training

Mentorship opportunities for campus employees

Professional training with colleagues from my discipline - both in state and out of state.

Continued professional development opportunities.

Grant writing, ideas to improve services to the students, fundraising ideas, marketing and recruitment strategies

More time and more budget!

To enhance my career I would love a mentor and to be transitioned well.

I would like to be able to attend more training regarding how to engage students of color and address their concerns.

clerical assistance, full-time staff, time to complete my goals and tasks

More experienced support staff to reduce how much I have to do

Enroll in facility certification courses such as: Association Of Energy (AEE) Certified Energy Manager (CEM) Certified Facility Manager (CFM)

Stipends to pick and attend trainings outside of Compton College and of our own choice

Clarity on job roles and responsibilities.

Team focus, and building trust.

What support or learning opportunity would help you do your job better?

Data warehouse

More trainings on our campus platforms (Banner, PeopleSoft)

Interacting with colleagues in my discipline on a weekly - monthly basis.

Flexibility to participate in continued professional development opportunities.

Opportunities to engage in conversations with co workers who provide services to Compton College students.

I would like to be able to take Spanish classes to upgrade my conversational Spanish skills.

project management, conversational Spanish

Thank you.

Continue learning our facilities and receive facilities certifications.

If other people adhered to their responsibilities and deadlines

Team counseling/mediation.

Is there anything else we should know to help build a robust, useful professional development offering?

None

Sometimes we need trainings that are specific to classified, or managers, or faculty. It can be frustrating being required to sit in a PD that is focused on a function that does not apply to you at all. We shouldn't be required to be there just because we need numbers.

N/A

Nothing else at this time

I think that providing a neutral place for management to voice their concerns and critiques would be beneficial.

"Free" time to work on our assignments. Going from meeting to meeting leaves no time to complete assignments.

We could offer the utility maintenance workers on the 2nd part of PD training on landscaping, irrigation, fertilization or on types of equipment. These could be refresher courses for some employees and good for the newer employees.

Attempt to create a culture of unity that is currently divisive. This could be done through mediated talks to help understand each other or team-building activities.