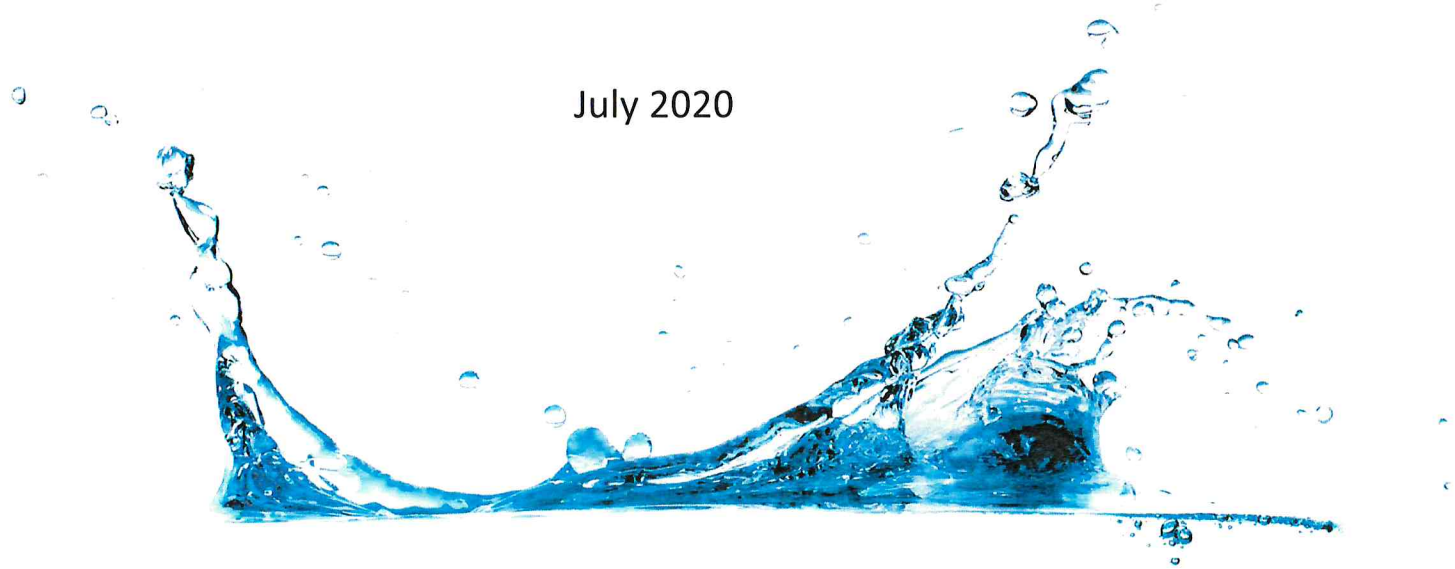




PALMDALE WATER DISTRICT
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Strategic Plan

July 2020



Training

- Improved employee performance
- Improved employee satisfaction and morale
- Consistency
- Best Management Practices
- Increased productivity and adherence to quality standards
- Increased innovation in new strategies and products
- Enhances company reputation and profile
- Succession Planning



Types of Training

- Technical Skills Development Training
- Soft Skills Development Training
- Product and Services Training
- Personal Development
- Career Development



Online Learning

- Halo (17,250 SkillSoft Courses Available) Employees Utilized 287 hours of Training in 2019
 - ❖ Communication
 - ❖ IT
 - ❖ Computer
- Target Solutions (2500 courses available) Free through JPIA
 - ❖ Water Certification CEUs
 - ❖ Safety



Conferences and Training

- Working in Teams
- Creating a Respectful Work Environment
- Welding School
- Crane Training
- Certification Prep Courses
- Confined Space Training
- First Aid
- Diversity and Inclusion
- Customer Service
- AWWA courses
- Tri-State Conference
- Cal Rural Sponsored Courses



Product Training

The District also brings in vendors for product training. We have had many vendors onsite including Treatment Plant chemical training, radio training, meter training, rescue equipment training, engineering consultants, to name a few.



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Personal Development Wellness grant and EAP

- Healthy Cooking
- Financial Management
- Stress Management
- Time Management
- Work/Life Balance
- Enhancing Wellness
- An Attitude of Gratitude
- Change Management



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Career Development

- Job Shadowing
- Education Reimbursement (30 employees in 2019 for approximately \$31,000) – College Degree, Seminars, Coaching, Certification Classes, Communication Classes



Strategy for the Future 2020 - 2030

The Palmdale Water District will continue to offer all types of trainings with balanced options each and every year.

Manager, Supervisor and Staff Training will also be centered around the employee chosen values of diversity, integrity, teamwork and passion. Individuals can select training to promote personal and career growth.

This coordinated approach is meant to promote organizational excellence and professional development.





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Thank you!

