



# STAFF REPORT

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**Meeting Type:** Finance & Administration Committee  
**Title:** Training Program Update  
**From:** Vikkie Garay, Human Resources Manager  
**Through:** Ben Horenstein, General Manager  
**Meeting Date:** January 22, 2026

*VG*  
*BH*

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**TYPE OF ITEM:**  Approve  Review and Comment

**RECOMMENDATION:** Review and comment on an update on the development of the District's training program

**DISCUSSION:** The District's Five-Year Strategic Plan includes an objective to develop a broad-based employee training program that provides continued core leadership training for managers and supervisors and implements a needs assessment and training for technical staff and soft skills for all District staff. The employee training program is a key objective of our overall goal of organizational excellence that emphasizes developing high-performing mission and values focused teams.

In support of this objective, staff have completed an agencywide training needs assessment to establish the District's training priorities. Staff will discuss the current state of training and outcomes of the training needs assessment and plans for the upcoming year.

**ENVIRONMENTAL REVIEW:** Not Applicable.

**FISCAL IMPACT:** Funding for staff training is included in the adopted budget.

**ATTACHMENT(S):** None.