

**Subject: HRD- Leadership Training**

**FY 2019 Proposed Budget  
Budget Work Session Follow-up**

**4/17/2018**

The following information is provided in response to a request made by:

Katie Cristol at the work session on 4/3/2018: What have we historically spent on leadership training slots in the last three to four years?

See chart below.

Libby Garvey on 4/12/2018: How many scholarships do we give, in total, to employees to attend Leadership Arlington, and what is their value?

Leadership Center for Excellence includes the Leadership Arlington program, which is offered to 4 attendees at a cost of \$4,350 per attendee and includes the Young Professionals program, which is offered to 6 attendees at a cost of \$2,000 per attendee.

<b>External Leadership Programs</b>	FY 2018		FY 2017		FY 2016	
	Attendees	Total	Attendees	Total	Attendees	Total
George Mason University <sup>1</sup> Masters Public Administration	3	\$64,395	2	\$42,930	2	\$40,272
Council of Governments Certified Public Manager	2	\$6,000	2	\$6,000	2	\$6,000
Leadership Center for Excellence Leadership Arlington	4	\$17,400	4	\$17,200	4	\$17,200
Young Professionals	6	\$12,000	6	\$12,000	6	\$12,000
<b>Subtotal External Leadership</b>		<b>\$99,795</b>		<b>\$78,130</b>		<b>\$75,472</b>
<b>Internal Leadership Programs</b>	FY 2018		FY 2017		FY 2016	
	Attendees	Total	Attendees	Total	Attendees	Total
Aspiring Supervisors	51	\$24,673	24	\$10,773	22	\$11,623
Essential Skills for Supervisors	47	\$10,814	25	\$3,876	24	\$3,946
First Line Supervisors	25	\$11,175	22	\$14,675	12	\$15,475
Mid-Level Managers	16	\$21,838	14	\$20,685	14	\$20,820
Leader's Challenge <sup>2</sup>	16	\$28,171			14	\$37,960
<b>Subtotal Internal Leadership</b>		<b>\$96,671</b>		<b>\$50,009</b>		<b>\$89,824</b>
<b>Total Leadership Programs</b>		<b>\$196,466</b>		<b>\$128,139</b>		<b>\$165,296</b>

Notes

<sup>1</sup> The GMU MPA program requires that employees who participate must stay with the County for two years or repay the tuition.

<sup>2</sup> Leader's Challenge program was being reviewed in FY 2017 and not offered that year.