

Personnel and Employment Law Trainings

By Patti Crane

WCIA provides multiple personnel trainings for human resources professionals, management staff and member employees. From regional onsite education to online trainings, employment education resources give members multiple opportunities.

WCIA Trainings

The following are training topics offered throughout the year:

- Anti-Harassment Training
- Best Practices for Interviewing and Hiring
- Best Practices for Reducing the Risk of Claims Arising from Discipline and Discharge
- Best Practices for Reviewing and Updating Employee Handbooks
- Building Supervisory Skills 101, 201 and 301
- Conducting Effective Performance Appraisals
- Conducting Workplace Investigations
- Employment Law for Supervisors
- Leading with Confidence, a 4-Part Series
 - Coaching for Improved Employee Performance
 - Strategies for Managing Intergenerational Work Groups
 - Can We Talk About a Problem?
 - Demonstrating Leadership Using Strategic Decision-Making

If you wish to view training dates and register, please visit www.wciapool.org and click on the Training Calendar. If the training date has passed and you want to host a regional training session, please contact memberservices@wciapool.org.

Partnerships and Sponsorships

WCIA also sponsors staff development through reimbursements of the following programs:

- AWC Labor Relations Institute
- IPMA-HR - Workshop Presentations
- Patrick Ibarra's Leading Change - in Longview (Cowlitz-Wahkiakum COG)
- WA Department of Enterprise Services - Fierce Conversations
- WA Department of Enterprise Services - Investigator Training Core
- WA Department of Enterprise Services - Steps to Becoming a Supervisor
- WA Department of Enterprise Services - Supervisor Essentials, Phase I & II
- WAPELRA Fall Conference

Online Trainings

Members can access training for their employees 24/7, through LocalGovU. Employees are issued a certificate upon successful completion. **LocalGovU** has multiple topics addressing management and supervisor issues. Access to both can be found on www.wciapool.org; click Training & Education, then Virtual Classroom to locate the icons.