



Personnel 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

In August and September WCIA is offering: *“Building Supervisory Skills,” “Best Practices for Reducing the Risk of Claims Arising from Discipline and Discharge,” “Conducting Effective Performance Appraisals, New Updates and Techniques for Conquering the Challenges of Leave Laws”* and *“Best Practices for Updating Your Employee Handbooks.”* If you wish to view dates and register, please visit www.wciapool.org and click on the Training Calendar.

Partnerships and Sponsorships

WCIA also sponsors staff development through reimbursements of the following trainings: *“American Public Works Association (APWA) Leadership Institute,” “Washington State’s Department of Enterprise Services Supervision Essentials - Phase I and II,”* and *“Washington State Criminal Justice Training Commission (CJTC) Pre-Supervisor, First Level Supervisor and Middle Management.”*

Additional member reimbursement support is provided through association fall conferences to include, **Washington Association of Personnel Labor Relations Association (WAPELRA)**, and the **Washington Recreation and Parks Association (WRPA) Business Institute**.

Online Trainings

Through **LocalGovU** and the **WCIA Online Academy**, members can access training for their employees 24/7. The **WCIA Online Academy** provides a 3 part video and 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.