



The State Training Advisory Council: Harvesting Professional Development Opportunities

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With the Governor's approval of a revised State Management Training Rule in 2001, state agencies were given another tool in their efforts to ensure that managers, supervisors and executives are readily prepared to accomplish organizational goals and objectives. However, as departments seek to provide these individuals with the specific training opportunities for job growth and enrichment they need, there can often be questions or concerns about what kind of training is actually available.

Fortunately, each department in Missouri State Government has an individual who can assist management with these issues. These individuals are representatives of the State Training Advisory Council (STAC). Each STAC representative serves as their agency's "training spokesperson."

STAC is committed to best practices and professional standards. It serves as the training community's opportunity for proactive input and involvement in policies and other initiatives affecting training and development of the state government workforce.

STAC representatives answer questions from management and employees about training and how the State Management Training Rule affects them in their management role. STAC is also working to provide a list of no-cost or low-cost training resources within each department that can be shared with other state agencies.

STAC is made up of representatives from each executive branch of state government, each office of a statewide elected official, the House of Representatives, the Senate, the Office of the State Courts Administrator, the Office of the State Public Defender, Missouri Consolidated Healthcare, and the Missouri State Retirement System.

Established by Executive Order 81-24, STAC offers advice, counsel and assistance on decisions affecting management and supervisory training and workforce development throughout state government. STAC follows the State Training Policy (revised in 1999), which was "adopted as the official policy of this State," according to the Executive Order. Through a consensus

approach, STAC conducts business via its strategic plan.

In addition, under Executive Order 81-24, "each department has primary responsibility for determining training needs and for planning, developing, conducting and evaluating training activities within their department" to enhance opportunities for career growth for supervisors, managers and executives.

STAC was instrumental in establishing the Revised Management Training Rule, effective June 1, 2001. The Rule integrated competencies that management needs to be successful in their jobs. More flexibility is given to agencies in reviewing the training needs of employees in management positions. It prescribes guidelines and standards for training persons employed in management and supervisory positions in state agencies (other than elective offices and institutions of higher learning.) These guidelines and standards provide a framework for developing and maintaining leadership effectiveness consistent with the needs and mission of each department.

For additional information about STAC, or to find specific answers to your training questions or concerns, contact your agency representative.

[Click here](#) for a list of each agency's STAC Representative.

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