Navigating and Charting Your Professional Development Path

Toolbox Series Video Transcript

Hello, everyone. Welcome. We're going to go ahead and get started. Thank you all so much for being here. Please keep enjoying your lunch, your chips, your snacks, whatever you want to call those.

As we get started today. But we wanted to send a warm welcome to everyone for joining today's Educational Toolbox series.

So my name is Kaitlin Norris. I do work out of the learning and development team.

I am so excited and privileged to get the opportunity to welcome you all to today's exciting topic of navigating and charting your professional development path.

I also get the privilege to introduce your speakers today, who are also part of the Learning and Development team, Debbie Lammers and Allen Abbott. So I'm going to read their bios, and then I will have them come up and start our presentation.

So with this being said, Debbie joined the university in March 2018, bringing her bringing with her a wealth of experience from the heavy industrial construction industry.

In her prior roles, she led internal professional development initiatives, employee coaching, curriculum design and course facilitation.

Debbie is an alumna of the University of Colorado Denver, where she earned her undergraduate degree in business and an MBA with an emphasis in HR and organizational learning.

She furthered her education with a master's degree in Organizational Development and Curriculum Design from CSU global.

With over 20 years experience, Debbie has a proven track record in developing high performing teams designing and launching talent development initiatives, and delivering high impact learning solutions.

Her passion for learning and dedication for helping others grow, both personally and professionally, are evident in all of her endeavors.

With Debbie today, we also have Allen Abbott from the Learning and Development team.

Allen, for his bio, submitted that he, prior to joining the university, Allen worked in various senior leadership roles for middle market, B2B and B2C service providers that specialized in consumer and small business financial services.

Throughout his career, he has created and overseen the implementation of corporate improvement strategies including business process analysis, strategic planning, implementation and tracking frameworks, KPI, OKR development and reporting, workforce planning, training and development systems integrations, and as well as the rollout of enterprise wide project management.

Allen has a BA in psychology from Rockhurst University, an MBA from the University of Missouri, Kansas City, and MSCs in Leadership and Organizational Development from the University of Texas, Dallas.

So what two amazing individuals to talk about this really exciting topic about navigating and charting your professional development path.

So without further ado, let's please welcome to the stage Debbie and Allen.

Thanks, Kaitlyn, so much for that introduction. So welcome, everyone, to today's presentation.

I'm going to go ahead and get us started. Okay, so, you know, Allen and I plan to spend probably the next 45 to 50 minutes discussing a variety of professional development opportunities that all of you have available here through the campus and through the university.

And some of these opportunities include workshops and programs that the team puts together.

There are other opportunities that are done by other departments here as well.

But there are other things such as, online opportunities that you have that are available 24 over seven, like LinkedIn learning and Coursera.

And then Allen is going to come back and he's going to talk about the tuition assistance benefit.

If you're looking to expand, you know, more of an academic pursuit.

So there's a wide range of opportunities that you have here on the, on the campus and throughout the university to expand your journey in learning

and development and your professional growth throughout the campus and throughout your career here at the university.

So to set the stage, I always like to talk about what is professional development.

And as you'll notice on our screen here, we've got kind of like a pathway.

And at the bottom it says the journey begins with you.

When we talk about professional development, we're talking about the process of gaining new skills and knowledge.

And that could be through a variety of things like training and education.

And those are things that you're looking to upskill.

You're looking to upskill the things that you currently do or you're looking to advance your career.

Professional development could include activities such as learning new skills by taking classes or workshops, or just even teaching yourself a new skill. Now, how many of you go out on to YouTube or to other platforms to learn something, to fix something that you're doing at home that's part of professional or personal development?

It could be keeping up with trends, staying current with the changes and trends in your own field so that you can stay relevant in the things that you do.

It could be earning certifications or even an academic degree.

You might decide to go back to school as Kaitlin was talking about.

Allen and I, you notice we both have multiple degrees.

When you look at my Gallup strengths, I have learner in my top five strengths.

And for years, my family wondered. It's like, why are you going after so many degrees?

It's a personal thing that I love to do, and it means a lot to me.

It's also things like networking. Networking was here within the university.

When you're attending courses or you're doing other things when you're joining organizations.

Professional development can be done independently or through opportunities offered here on campus or through the university.

But the one thing that it has in common is it starts with you, right?

It starts with every single one of us. So basically there's a component of self-motivation when it comes to personal and professional development.

As opportunities are presented to you through the, through us, through the university as you see things.

Courses that are offered, you know, you need to decide.

Is that something that I want to do? Where do I go find out about those things?

And today, Allen and I are going to show you a lot of places where you could find out about the multitude of opportunities we provide here that you can embark upon.

And then it's your choice to decide which of those fit, what I'm trying to do, which of those fit into my career path, and the things that I'm looking for.

And then have a conversation with your supervisor about what fits in to what you're trying to do.

So hopefully today you'll walk away with 1 or 2 nuggets of things that maybe you weren't quite sure about, or things that you weren't sure where to find those opportunities, and that hopefully Allen and I could help you navigate that.

You're going to see throughout our presentation today a lot of links on where to go find things.

And we're going to encourage you because you're going to have access to this presentation after the fact, to go back and look at those links and explore all of these opportunities that we talked about today.

So the first thing I'm going to talk about are the many opportunities that the learning and development team supports on campus.

And then I'm also going to talk about the e-learning platforms that are available to you, that are actually free things that we can do from anywhere.

So this slide is meant to give you an overview of the services we as a learning development team provide and the programs we support such as this program.

You know, we help support this every single month. And you might have heard of something called the Women in Leadership Breakfast Talks.

Those are done quarterly. And we get expert and really highly knowledgeable women on campus to speak.

As a matter of fact, in September, we have a featured speaker who's in this room right now, Adrian, who's the CRO?

She's going to be our speaker in September. So, you know, there's a lot of opportunities out there.

But for the purpose of today's presentation, I'm going to focus on three key areas that you see on this particular screen.

And all of these opportunities are available to all staff and faculty.

So the first one is what we call our instructor led training.

And every year our team offers what we call general sessions.

It's open enrollment, which consists of approximately 60 to 65 individual sessions, which are approximately 30 to 35 different courses that are offered throughout the year.

Most of these are all soft skill types courses. You know, anything from conflict resolution to communication skills.

And approximately 90% of these courses are still taught via zoom.

So we wanted to be able to still accommodate the hybrid schedule.

Some are done in-person because certain courses, like Crucial conversations or presentation Advantage, are best suited in person.

On average, we have approximately 2000 people a year who attend our general sessions.

So there's approximately 10,000 people on campus. That's quite a huge number.

Now what? That doesn't cover you notice there's a section on here that's called Consulting and custom services.

We also touch a large population by. We have a lot of departments that come to us directly and ask for services.

Revision 1.0

We do approximately 129 to 140 different types of sessions for departments and touch about 7000 people a year through those types of services as well, with a variety of different types of classes.

So, you know, we do our best to meet the needs on an ongoing basis of all kinds of courses and all kinds of teambuilding activities throughout the campus. The next one is Professional Jolt and Pathways.

I'm going to spend some time here in just a minute to talk about pathways that we've developed and things like the manager certification program and the HR professional program.

I'm going to show you some slides and some screens around that and the things we've done to help to further promote growth in those particular areas. And then lastly, our online resources that we have available through things like our LMS system, which we're converting to perceptual LinkedIn learning, and Coursera.

If you've not been familiar with that or have had any opportunity to do that, and all of these things that we do within the Learning and development team helped to support the the strategic initiatives on the campus, which is about invest in your people. Right.

So it's all around investing in the growth and development to help our people gain better insights and have better tools throughout the course of their career here at the university. So our professional pathways.

The first one is our manager certification program.

And I'm obviously I'm not going to read from the screen, the screen, but we offer two versions of our manager certification program.

We actually launched this program back in 2020 and it's a sell.

We launched it as a self-paced, self-directed program where you have four classes that you need to attend, and then you have some online courses to do. We currently have about 180 people enrolled in this program.

We've had at least 100 people graduate in 2022.

We were asked by the School of Medicine if we would be interested in launching an in-person cohort of this program, which we did.

We now have an annual cohort where we have about 20 to 30 people in each cohort that come to campus once a month for eight months.

And they get together, they network, they go through a series of courses at the end of the program.

We are lucky enough now we, we partnered with the Office of Digital Education to develop a badge.

And I don't know how many of you know what incredibly badges, but these are very well recognized in the community of education, where it's bringing skills and competencies together.

We've linked all of our courses with a variety of skills and competencies that are well known through a variety of organizations, like some like the Project Management Institute, a variety of other things.

So when people see this on your social media, it's well known and people respect when they see that.

This year we have approximately three cohorts going all at the same time.

So we should graduate about 60 people this year in this program.

And again, there's a link here that will take you out to tell you a lot about the program.

You have to be nominated by your manager in order to participate.

The next one is is our HR Professional Development program.

For years we had heard that we needed to develop greater skills within our HR community out there.

So we launched with the help of our HR business partners and our HR community, a comprehensive program for our HR professionals, anywhere from entry level to mid-level HR professionals.

And we developed a nine-month cohort similar to our manager certification program.

Again, it's a nomination process. And they come together once a month at the end of the program.

You'll also learn a badge that you could share in social media.

We are starting two cohorts this year after our pilot program from last year.

We've got one that's specific to the Department of Medicine because they have so many HR professionals, they want to have lunch through the program, and then we have a campus wide program.

So again, we're looking at what are those things that we're hearing from the community that we need in order to help grow and continue to grow the individuals within our campus.

Another program that we've just started is called CU Manager's Essentials.

Can. We heard loud and clear that beyond having a manager, a manager certification program is what can managers do on demand?

How do you learn about becoming savvy in the CU world?

What are those things beyond? You know, my soft skills.

How do I understand about finances here?

How do I understand about how do I navigate the the university world?

So we have been in the process of putting this together where it's a combination

of LinkedIn learning paths that you could get badges through LinkedIn learning.

You also are going to be looking at CU specific classes that will be done through our new LMS system Percipio.

But it's to help people navigate the complex world we have on the campus, and we're working with campus business partners to put these combinations of courses together for individuals to take.

Another exciting thing that we've been working on with the help of executive assistants like Linda, Giorgos and a, a variety of other executive assistants that we've reached out to is an administrative and executive assistant development program for the support staff.

All right. There's a lot of things out there that individuals need to know.

Again, CU specific, but also how do we help them be savvy in the new world of zoom and in the world of teams and all of the things that we use on the campus?

So we're in the process of putting learning paths from everywhere, from an entry level to a senior level administration person that also includes networking.

That includes a variety of skills that they need.

So watch out for that as well.

But one of the things that we highly recommend to anyone is that you visit these sites often to see what changes there are, what new programs are out there, what new instructor led trainings that we're providing.

But also watch out for our quarterly learning and development newsletter.

We're always providing information about courses that have openings in them.

Things that are new, all of the things that are coming up that we offer here on just this campus alone.

And then we've got our online resources or e-learning platforms that you have access to.

So in this world, again, all of these platforms and I'm only going to talk about three of them are free to faculty and staff.

They have hundreds of topics. And they also have certifications out there.

They have a variety of certifications and they have CU pathways for you as well, meaning that you can get continuing Ed credits for these things depending on what it is you're looking for.

And the three that I'm going to focus on are skill soft LinkedIn learning and Coursera.

Okay. So with LinkedIn learning.

How many? By a show of hands. And I'm going to see if I could see this here.

How many of you have embarked on looking out there for LinkedIn learning and taking any LinkedIn learning courses?

Look at here. We got quite a few. Yay! LinkedIn learning is an amazing resource for all of us.

And what's nice about LinkedIn learning is, you know, I've given you a screenshot of my actual home page.

And what it does is based on what you've searched for, what you've taken in the past.

It will give you recommendations. It will tell you what's trending.

You can also search by a particular topic.

It will give you things that have been curated by see you, meaning that we are in the process as a learning development team, curating things that are specific to things like the CU essentials program, where we're packaging these things together, that we would recommend to individuals that instead of you having to go out and search for them.

These are things we've already shown us, tried and true and proven that you might want to take.

They also have things that are proven career path, things that you could take for, you know, if you're in project management or if you're looking to become a supervisor or manager.

So they have a variety of things.

If you're studying for you in the HR world, if you're studying for your HR, all of those things, they have prep classes for those kinds of things.

If you're a project manager and you're studying for the project management course, they also have that available to you as well, so that you could study for those and prep for those.

And all of that is free through LinkedIn learning. You can do it 24 over seven.

You could do it wherever you're at. There is, you know, it's available to you, however, in wherever you want to take those courses.

They also range from articles and podcasts, like I said, courses and certifications.

It will automatically link out to your LinkedIn profile so that people can see that you have been continuously taking them.

Kaitlin, who introduced us. She is one that is out there all of the time.

When she's prepping for classes, she'll find different snippets of things to take in order to just stay up on the things that she needs to know for the variety of things that she does.

And then, as I said, skill soft. Many of you are probably familiar with this.

Most of our compliance training goes through skill soft. When you have to take your annual harassment training, or if you're in safety, you might have to take some training that is moving to what's called Percipio.

It's still a skill soft product, but it is moving.

It is going to look much nicer.

I will tell you, it is much easier to navigate, and it has a lot more flexibility to it than what we have in our current system.

Much more up to date. We're really getting excited about it.

From a learning and development perspective as to what is going to offer us and what we're going to be able to do for you with that.

So with this, it's going to have a much nicer look and feel much more like a LinkedIn learning.

As an L&D team, we have scheduled several demos that we're going to start doing in October.

We did send out a new we are we did send out, or we are getting ready to send out a newsletter that allows you to sign up for these demonstrations so you can become familiar with what opportunities will you have with Percipio.

If you haven't seen this or you haven't signed up for it, Reach out to us and we can help you get ready for it.

But there's a lot of really new features that I think you're really going to like about this that we don't have in our current now LMS.

So I went in, I have access to our current test site.

As you can see, it's much nicer, friendlier looking.

You're going to have, you know, some library access, things that are new, your learning certifications that you've completed.

Skill benchmarking, which is what I'm really excited about.

So we had a we had quite a few questions from individuals about, you know, how do I know what to take, you know, what kind of courses should I be looking at?

And depending on where you're at within your career, you know, sometimes it's nice to benchmark where, you know, where am I at and what kind of skills do I need to take?

So in things like LinkedIn learning and now in Percipio, you're going to have that opportunity to go ahead and rate yourself on some of the things that you do.

All right. So again, there's like I said there's like recommendations for you things that are trending.

But what's really nice is they have these benchmarking capabilities where you could benchmark the kinds of competencies that you're looking to develop for yourself in different kinds of areas, and it will make recommendations as to what skills and competencies you should work on.

And then there are things like what they call aspire journeys, which are learning journeys that you can take in order to build those particular competencies and skills.

Along with if it mentions any skills and competencies, you could go to our website and look at our competency map for all of the courses that we offer and you can then register for our courses as well, that match those same competencies that you're looking to get better in.

So lots of opportunities for things that you know you can drive where it is you want to go in regards to the skills that you're looking to develop.

And then lastly we've got Coursera. How many here have gone out and taken anything on Coursera?

Okay. I've got quite a few hands there as well. Of course, there is another really amazing tool out there.

It's very flexible with scheduling online. Again, it has shareable certificates that you could add to your LinkedIn profile.

It there are many of the courses are sponsored and taught by Siu professors, which is amazing.

They're all in very relevant areas. The topics range from a variety of things.

Again, this is kind of my home page. All right. So there's things like effective project management.

There's things on math. There's things that engineering. There's things all over the place out there.

But there's also courses out there from professors at Harvard and from Cornell and other, you know, very prestigious universities.

So there's a wide range of things that you can take and do and get some very highly sought after certificates based on what your need is.

But again, it's all about where is it that you want to go? What is it that you want to do?

And having that conversation, you know, with your supervisor about, you know, what are the best things for me to do and take.

With that, I'm going to turn it over to Allen to talk about tuition assistance benefits.

And then we're going to pause to take some questions from all of you.

Okay. Allan. Your turn. Thank you.

Debbie. All right.

So for the final portion of our presentation today, we're going to be providing a brief overview of the tuition assistance benefit, otherwise known as Tab for short.

While we're not the experts on TAB, our friends at the system's office benefits group share the following highlights of new features with usand we hope these address many of the questions that were submitted during the registrations for this talk.

Also of note is due to the topics popularity, our goal is to ask the systems office to do a full presentation at one of the next toolbox talks after the first of the year.

All right. So let's jump into some of the key changes for tab.

The first area we'll look at is total credits. How they've expanded.

What's new? Benefits. Eligible employees can now receive up to 12 credit hours per academic year, which runs from fall to summer.

Eligible CU Anschutz, Denver, or Colorado Springs employees can now receive up to 12 credit hours for dependents at their home campus per an academic year.

And eligible employees can receive up to $270 per credit hour for up to 12 undergraduate credits for dependents attending a CU campus other than the employees home campus.

If both parents or partners of a dependent are employed by see you in an eligible appointments dependents may receive up to a combined maximum of 24 credit hours per academic year, or 80% of tuition on the CU Boulder campus for CU Boulder dependents.

As worth noting. Previously, benefits eligible employees and dependents could claim up to nine credit hours per academic year and CU Boulder dependents could receive 30% off tuition each semester, so that's a pretty big chunk.

Okay for change number two. Tuition assistance is easier to share among families.

Employees and their dependents can now use their tuition benefits concurrently in the same academic year, and even in the same semester.

A couple of caveats employees can apply the tab to a different campus of enrollment at the beginning of a new semester.

However, employees cannot be concurrently enrolled on two separate campuses during the same year.

And dependent tab. Recipients may not be enrolled at more than one CU campus in a single academic year.

See you.

Anschutz, Denver and Colorado Springs employees can split their 12 credit hours between themselves and their dependent dependents each academic year.

Previous policy required employees to designate themselves or their dependents as the beneficiary for the academic year and although splitting of the credit hours between multiple dependents was allowed.

Splitting between the employees and dependents was not. For change. Number three. Enrolling in classes is easier.

And earlier employees no longer need to wait to register for classes.

Starting July, first class tab policy removed the requirement that employees need to wait seven days before classes to register.

Degree seeking employees may register and wait list during normal designated resignation registration periods.

Non-degree seeking students may have different registration windows and should consult their campus for more information.

And finally, a subject everyone loves to talk about taxes.

The new policy clarifies how Tab is taxed and outlines all tax guide guidance in one area of the policy.

Employees are not taxed for any tab amount when taking undergraduate courses, or when a dependent takes undergraduate courses unless the dependent is a domestic partner or a child of a domestic partner.

Employees are taxed for any tab amount above the $5,250 threshold when taking graduate courses and the total amount of tab when a dependent takes graduate courses.

So we know we've given you a lot of information in a short period of time. So hopefully you all took very detailed notes. Just kidding.

We hope you come away from this presentation with a better understanding of personal development and the resources available to you here.

And don't forget, this presentation will be available for download with all of the links and all of the information that we've included here.

And finally, a shameless plug for future toolbox talks for the remainder of 2024. We have safety preparedness on September 25th.

Personal Information Security Safety on October 23rd and Government Affairs on November 20th.

As I mentioned previously, coming in 2025, they'll also have understanding tuition assistance benefits a deeper dive than we did today hosted by the Employee Services Benefits Team and Career Path at CU Anschutz Medical Campus, hosted by Central HR.

And with that, we have reached the point of our presentation for questions. Easy questions only. And we have some experts in the room to help.

Yes, just in case. Experts in the room we will pick on. Okay.

Okay. We've got our first question in the back, so I'm going to pass it to you.

Of the two management programs you talked about in the beginning are those project management programs or are those how to manage people programs?

Great question. Those are how to manage people programs.

Yes. If you're looking for a project management program, what I would highly recommend is there is a really good program on LinkedIn learning on project Management Essentials.

That is a certificate program. I would go out and start with that one for yourself.

We have not implemented a project management program yet on campus. So great question. Thank you for that. Uh huh.

I grew up. In spring of 21.

And do 12 credit hours and register for that seven for seven days.

That is huge. Yeah. Him. Yes. That is a great improvement.

Absolutely. Because that has been and I've had I've known individuals who have been taking programs and trying to do that.

And that's been so difficult.

And now that individuals now they'll say individuals I've heard that or like, oh my gosh, this is going to make things so much easier for me.

So yes, that has been an amazing improvement. So thank you for making that comment.

Hi. My question. Can you hear me? My question is about it and data analysis, that type of thing.

Is there one program that's better than the others for that kind of track?

Okay. So, so let me see if I could show it. And data analysis.

So, for instance, the Hawks are awesome. I thought it was fabulous.

So it was great. So I'm just wondering if one of us has a little better, kind of track than we others have, you know?

Oh. Great question I think it depends on what you're looking for, because one of the questions that was on the that came to us was asking about like AI and some programing, programing classes.

LinkedIn learning has some great AI courses out there for understanding AI and I prompts.

And depending on what you and what you want those I would start there.

So if you're looking in the AI world, I would start with LinkedIn learning because I think they are I think one, they're easy to learn, and I think there's a larger magnitude of them out there.

You're very welcome. Thank you for that question. And I do have a couple from online here.

The first would be.

Just to ensure I'm understanding this, your dependents can only use tab at your employed campus and not a different campus.

Wait, say that again. That you're kind of see your dependents and only use tab at your employed campus, not at a different campus.

No. No. Thank you.

Yes, you could use it at any campus. It's just that the benefits are different and the classes are dependent on the campus.

Did I answer that correctly, Amy? Correct.

Yay! Go team. That's why we have the experts in the room.

And thank you for helping to assist with that answer. I appreciate that very much.

Second question. And this is along the same lines as the first.

Does staff have to apply to be accepted into the graduate school prior to signing up or taking classes?

Where can we find information on that process? There is detailed information on that process and the link that we have provided.

You actually has some two great videos on eligibility and how to apply, which I would highly recommend anybody looking at.

Um. But I don't know. Do you need to apply for graduate school and be accepted?

I've got hands raised. I know Megan is going to school.

Admitted student. And there is a process that's seeking to not.

Okay. Non-degree student. You can enter as a non-degree student, or you have to be in an actual program accepted as a program.

Thank you very much. I love having help from the audience and people who have experienced it firsthand.

Thank you. And we do have one question about the pathway programs.

Yes. Are the certification programs like the HR

And manager cert programs acknowledged outside of CU?

No, those are CU specific programs at this point.

I mean, obviously any learning and any professional development learning that you do I would highly recommend you put on your, you know, on your resume.

I mean, I always look as good as any certification to allow letting anyone know how many hours you put in, because it's a lot of hours.

I mean, you're putting eight months into a program and that it is based off of competencies.

And it you do why? You're getting a badge for it.

So it is worth acknowledging, just like you would acknowledge that you got a certification like, I'm what they call a DDI certified facilitator.

You've spent a lot of time doing that, so be proud of it.

Yes. Non-degree student.

It'll interfere with my hearing aids. And you're giving it feedback. Okay.

Okay.

So, as a non-degree student. No.

You're good. So I share power play for the classes.

Teacher has not admitted students to perhaps be accepted and applied to the graduate program.

That I think you would need to ask the school. I think it would.

I think the answer would be yes. I mean, because I know I've transferred credits from other schools into programs when I've gotten admitted.

But I would ask that of them directly. But I think the answer would probably be yes, but I would.

I would check. Yep. Adrienne?

Yes. Thank you. Until then, I will take the questions that are specific to the.

Yeah. Questions that are specific to the tab about the courses that you take.

Are these courses appropriate or are they not appropriate for the degree that you're interested in?

As an admitted student, because you enroll and then you get admitted, you have access to the student advisor just like any other student.

It doesn't matter your age. Student advisors are not limited to 18 year olds.

And so if you're an admitted student, you would talk with your student advisor and your student advisor would help guide you in creating the path that's appropriate for you for the degree that you're seeking.

Or if you're pursuing an advanced degree such as a graduate program. Same thing.

You would call and speak with the admissions office in the student advisor on which classes that you need in order to apply for the graduate program.

So just as a point of clarity, because I think, you know, we here won't know each school in college and what their requirements are but please feel free to talk to the student advisors, because if you're enrolled, you're a student. And that's a benefit that you receive. Thank you.

Adrian. Yes. Hey.

Other questions. Yeah.

Kaitlin, there's one in the back there. So any he knew that it was a problem. You all this for?

Yep. One of the things, while we're waiting to see if there's other questions you're going to notice, we hung on the wall.

There are on this, on this pillar and on the one on that exit.

Kaitlin's been, Kaitlin the, showcase there.

These are the tab, the latest tab, fliers that came out.

There is a QR code on there.

If you are really interested in finding out some more information or where you could get that, I would highly recommend scanning that.

For those of you who are in the room, and where you could find out some more information as well.

So but yes, great questions everyone. What other questions do you have for us?

We want to make sure we tackle any questions that you might have before we're done for.

Also quiet all of a sudden. Oh, in the back, Kaitlin.

There's several. Kaitlin is going to get her steps in today.

All my steps in. No. I'll confess to the like that. You.

Thank you. I understand that learning about the history of campus and crew is also important to professional development.

Well, course courses beyond the new employee orientation be available to learn more about our history on principio or through other ILD trainings.

Great question. So we do so currently we do a new employee orientation, which I did not talk about.

But that's one of the things we do offer. And it has a little bit of history.

We are in the process of redoing new employee orientation that has a little bit more

in-depth information about the history of CU as well because we do know that there is a need for that. We really want to look at that campus connection.

Adrienne is also embarking on a new whole onboarding process because onboarding for individuals is more than just, you know, I'm a new employee, and I start it's it's a journey as well.

And how can we make sure people stay connected to the campus along with understanding the rich history that's here?

And how can we do that? So watch for more things around that kind of stuff.

So yes, that is definitely something on the radar. Sounds great.

Thank you Debbie, you're very welcome. Hey.

Other questions? Hi. Yes, I had a quick question around new development on trainings for individuals that work in communications.

Is there any plan for that, whether it's marketing or internal?

I'm sorry. Internal communications or external communication.

So new development of new courses. Yes.

Yes. So that is something we look at every single year.

So we do surveys in all of our courses and we look at, you know, what are the trends, what are the needs.

We do have some courses on communication, again, if there's something we're not offering, we're always encouraging people to take a look at things like LinkedIn learning or Coursera or Principio because we you know, our bandwidth is only so big to be able to accommodate what we can develop, because some of that takes a while for us to develop.

But we're always looking at, you know, where do we need to go next to meet the need?

So yes, we do look at those things but always make sure you look at all the resources that are out there to make sure that your staying as up to date as you can as well.

But thanks for letting us know about that. We'll keep that in mind as well.

Thank you. Absolutely. Yes.

There's. Kaitlin will have. I'm loving the questions.

They're such great questions. For your custom courses that you offer for groups or departments

is that content that's already been developed and you're just customizing the time that it's offered?

Or is it like full from the ground up, customized learning based on department needs?

What does that look like? Great question. It can be one or the other.

It can be a combination. We do a variety of things.

It really depends on the need based on the, the department in the and the group.

So sometimes we have departments that come to us and they say, hey, you know, we really want to do this for our department.

And we will disc we do everywhere.

And it's the same regardless of where you do it. Other times we get questions like, hey, we want to do a teambuilding retreat for our group.

And this is what the theme is, and this is what we're trying to address.

And then Allen and I and probably Kaitlin, we will develop things from the ground up depending on what the absolute need is.

Sometimes it's a matter of taking things that we already have and we mush it together depending on what the need is.

So there is a variety of things we do based off of our experience and what it is the team is looking for.

And so yes, it's it can we try to meet what the immediate need is of the team and not just to just pull it off the shelf and do it per se.

But great question. Thank you. That's Kaitlin. There's another one up.

Us. Okay, thanks. So I'm doing a LinkedIn learning course right now, but I'm kind of starting to get into all of this and wondering how do you assess, like

when did you like the course occur or the LinkedIn learning or the principio?

Like, are they AI methods or the similar things with different platforms or do they have different purposes, or how do you assess which well, to go or you just try it out?

I'm just not sure. Sometimes I think it's preference and I think it's topic right because Coursera has some very distinct types of topics that it offers and what you're doing.

So and then LinkedIn is very broad.

I mean, it has almost anything you could almost think of.

And I channel people to LinkedIn learning a lot because that has so much and the depth of it and it could be anything from a short podcast to something that's much longer that might take you you know, it estimates 11 or 12 hours to take and it gives you a certification and it Percipio, is again, they could have anything from shorter to longer.

And it really just depends on your need and how in-depth you want it to be.

So some of it's preference topic and what, what does each of those platforms have available to you?

If you ever have a question about that and you're looking at different things you could always reach out to us through our email address, which we have available on the slides.

And we could help you discern some of that if you're questioning some of those, those contents, because we've looked at a lot of them.

So you could always feel free to ask us questions. But great.

Thank you for asking that. I do have one more on line.

Okay. Thanks, Brian. This might be tricky, but let's see if the dependent is enrolled in a different university outside of the CU network.

Can they still take courses through CU that would go towards their degree?

Towards third degree at the other university? No. Oh.

I don't we? I don't know when you're ready. Okay. No.

You're good. This is great. Is there a way to assign, like within principio or LinkedIn learning?

Assign a specific learning course or material to members of your team.

So like for example, if your team is I don't know if you find a course that would be really, really relevant to your team.

Can you assign it to their required learning or is it just something we have to bookmark and then distribute amongst the folks that would benefit from it?

Great question.

When we move to Percipio and actually Katie, who's outside helping to man the lunches, her and I are working on that when we move to Percipio.

We are not in this first initial phase, but as we get a little bit down further down the road, we are going to be able to assign things to people.

So as you find courses that you would like as a manager for your team to take, you are going to be able to assign things.

Right now, we can't do that in skill stuff. So new feature, great thing.

We're going to be able to do some other things LinkedIn learning.

You are able to then actually Katie and I were just testing that out because we're working with the Gates Institute and we're curating some courses for them and we're assigning them.

So, yes, there are some abilities to assign things.

And if you have if you have a desire to do that, reach out to us and we could help you figure out how you would put that together and assign it.

Hey, hey. Any other questions?

And everybody is. Most everybody is stayed for the questions. Look at how amazing that is.

Hey. Seeing none.

Hearing none. We will be here as we. Oh, Brian has hand up.

We haven't. We got a new one. Yay.

Robert asks. He saw. He saw that the CU Boulder part time evening MBA program is excluded from Tab.

But is the hybrid program excluded as well? The website says it follows the same curriculum as the evening MBA.

That again, as Adrienne had said, you need they need to talk to employee services and they need to they need to follow up with them.

We are not the expert there. And so the links that we'll provide on the on on the presentation their best bet is to reach out to them so that they could really look at what programs because there are programs that are not eligible for tuition assistance benefit for whatever reason and their best to talk to them to find out what, why and what is.

So I would recommend that because they are the they are the experts in that.

But great question. It is.

Definitely. Some things are much more difficult to navigate.

Other questions. All right.

Well with that, thank you everyone so much for joining us and asking great questions.

And hopefully we'll see you at the next one.

Revision 1.0