
IMPROVING CAPABILITIES THROUGH TRAINING

The Judiciary is working to determine areas in which court employees need additional training to ensure it maintains a workforce well-prepared to meet its responsibilities. In September 1998, the Judiciary obtained outside consultants to conduct a training needs assessment for chambers staff, court unit executives, court staff, and judges (in their non-judicial capacity). The consultants will determine the knowledge, skills, and abilities employees need to perform their jobs, assess what additional training is needed, and make recommendations. The Judiciary will then develop a prioritized plan for meeting these requirements.

In a parallel effort, the Judiciary has embarked on a major effort to enhance the financial management capabilities of court employees. The Judiciary's implementation of budget decentralization in the early nineties, coupled with more electronic processing of financial data and the need for greater accountability has, in part, driven the need for these improvements. The effort involves raising, across the board, the overall basic financial and accounting competencies among court personnel; closing the real or perceived gap between critical financial operating needs and an individual's confidence in meeting those needs; and ensuring that comprehensive financial knowledge and skill enhancement become an ongoing function within the Judiciary. To contain costs, the Judiciary plans to use distance learning methods to conduct much of this training.