



National Association of State Personnel Executives

2015 Advancing the HR Profession Award Nomination

The Governor's Minority Management Trainee Program

Kentucky
Timothy Longmeyer
Secretary
Kentucky Personnel Cabinet
501 High Street
Frankfort, Kentucky 40601
502.517.6046
timothy.longmeyer@ky.gov

Commonwealth of Kentucky - Personnel Cabinet

1. Please provide a brief description of this program.

The Governor's Minority Management Trainee Program (GMMTP) is a two-year personal and professional development program designed to increase the representation of minorities in management within state government. The program's purpose is met through a variety of skills-based training, networking, and mentoring. GMMTP was first created in 1995, but has undergone a revision process, designed to better meet the needs of both the employee and the agency. The Office of Diversity & Equality received the GMMTP program in 2008 and after revisions it was rolled out in 2009. The revision process is ongoing, ODE is always seeking feedback and ideas from the participants and management. The end result produces an employee with the skills needed to serve Kentucky's citizens and workforce in an effective and responsive manner.

2. How long has this program or effort been operational?

GMMTP was first created in 1995. The program was suspended various times due to budget and shifts in Executive Branch focus, but has been operational under the Office of Diversity & Equality since 2009.

GMMTP was created in tandem with the Kentucky Affirmative Action Plan. During the time of creation, it was clear that Kentucky state government was not meeting its potential in hiring minorities to managerial positions. According to feedback from the executive level of the Personnel Cabinet, this was due to "lack of training." The program was developed to assist in overcoming barriers that minorities might face in transitioning from front-line employee roles

Commonwealth of Kentucky - Personnel Cabinet

to management roles.

3. Why was this program/effort created?

- To provide value-added learning and development opportunities that will aid the Commonwealth of Kentucky in its quest to become an employer of choice.
- To be a nationally recognized program of choice that provides opportunity for minority employees to gain access, support, functional skills, and knowledge to strengthen their competitive edge in the workplace.
- To provide minority employees opportunities for individual growth, professional development, and leadership training to better assure readiness and competency attainment necessary for management and executive roles within our enterprise.
- To provide mentoring relationships and networking opportunities with participants and minorities currently in management positions, so that trainees are able to develop personal resources for continued development.

Participants undergo a rigorous application and selection process for admission into the program. Twenty individuals are selected each cycle, which serves to maintain the integrity of the program and allows program management the opportunity to work closely with participants in developing their personal success plans. During the orientation process, trainees are assigned a mentor to help guide and navigate them through the remainder of the program. These prove to be meaningful relationships that extend beyond the conclusion of the program.

Commonwealth of Kentucky - Personnel Cabinet

GMMTP is truly a one-of-a kind program, and is making tremendous impacts throughout our Commonwealth.

4. What are the costs of this program/effort?

GMMTP currently has no additional operating budget. All speakers are volunteers, and we make every effort to keep overall cost to a minimum. The Office of Diversity & Equality makes every effort to build and maintain meaningful relationships with speakers, presenters, and stakeholders of the program. Because of the high value, most are willing to donate their time.

5. How is the program/effort funded?

There is currently no funding source for GMMTP beyond the Office of Diversity & Equality operational budget.

6. How do you measure the success of this program/effort?

Success is measured in several ways. Participant feedback is one key indicator of success. Our statutes prohibit us from guaranteeing promotions upon graduation, and participants go through the same hiring process as all other applicants. However, over the past four years, since the program moved under the Office of Diversity & Equality, we've had 36 successful graduates. Of those who graduated, 83% have received promotional opportunities. While that number is impressive, the real measure of success is to see the personal growth of

Commonwealth of Kentucky - Personnel Cabinet

the individuals upon graduation. Their mindset change toward success and determination is awe-inspiring.

7. How has the program/effort changed since its inception?

GMMTP began as a one-year program. The significant changes since the program's inception are:

- Expanding to a two-year program: Expanding the length of the program has allowed for greater depth of materials, and more hands-on practice of skillsets.
- Including mentoring: We've added a triangle of support for our participants. Most people can say they have benefited from the role of a good mentor in their professional lives. Including a mentor in this program is one way we invest in the participants' future, and engage past graduates and other leaders within our enterprise.
- Incorporating community service: The program's focus on service extends beyond service to our organization and highlights the need to be involved and engaged within the community.
- Outreach to leaders outside of state government: It is imperative that participants hear and learn from great leaders, not just from within our organizations, but from across our Commonwealth. Including individuals from various organizations allows trainees to hear different perspectives and learn from different industries.

These key changes have made the program a highly sought-after training opportunity. The

Commonwealth of Kentucky - Personnel Cabinet

additional constraints of budgetary limits have presented a challenge, but have also allowed the Office of Diversity & Equality to become innovative in our approach.

