

# 2024 NASPEs AWARD

## *Eugene H. Rooney, Jr. Award Nomination Innovative State Human Resource Management Program*

Nominations from dues-paying states are considered for eligibility. Nominated leaders and programs should have a positive effect on the administration of state human resource programs. A state's central human resource department or line agency human resource operations may administer nominated programs.

Programs and projects must have been operational for at least six months and must be transferable to other states. Selection criteria are based on the questions asked on the award application. Included in this packet are the specific criteria for each award and their categories. Nominations are encouraged in all areas of human resource management administration.

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### **PROGRAM INFORMATION**

Program Title: Governor's Minority Management Trainee Program (GMMTP) State: KY

Contact Person: Vikki Smiley Stone

Contact's Title: Executive Director

Agency: Office of Diversity, Equality & Training (ODET)

Mailing Address: 501 High Street, Frankfort Ky, 40601

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### **NOMINATOR INFORMATION**

Nominator: Mary E. Bailey Title: Cabinet Secretary

State: KY Agency: Personnel Cabinet

Telephone: 502-564-6616

E-mail: marye.bailey@ky.gov

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### DETAILS

Please attach a one-page summary of the program. Provide a narrative answer for each of the questions. You are limited to four pages (based on regular 8 1/2 x 11-inch paper double-spaced in 12-point font). The four-page limit does not include the one-page summary.

1. Please provide a brief description of this program.

The Governor's Minority Management Trainee Program (GMMTP) is a twelve-month transformational leadership development program designed to provide guidance and leadership development opportunities for minority employees in the merit system. A flagship program, the GMMTP has garnered respect as a model for developing leaders within state government. **Supplemental Video Made for the 2023-2024 GMMTP Recruitment. Developed in-house by the Office of Diversity, Equality & Training and the Office of Public Affairs.**

<https://youtu.be/dGE2n4bigVo>

2. How long has this program been operational (month and year)?

The revitalized GMMTP launched in March 2023 and will have its first graduating class in April 2024. Initially created in 1995 as a two-year in-person program, the GMMTP has been completely updated with a focus on sustainability and internal leadership development to meet the needs of the Commonwealth's workforce.

3. Why was this program created? (What problem[s] or issues does it address?)

In 1995, the GMMTP was established to address the shortage of minorities in leadership positions in state government, with the primary goal of providing opportunities for minority leadership growth in the Commonwealth. The revitalized GMMTP underwent an 18+ month development process that took a comprehensive approach to addressing various programmatic components. We analyzed the needs of employee training and development and the intentionality of our Diversity, Equity, and Inclusion (DEI) efforts to recruit, retain, and recognize the Commonwealth's top talent and future leaders.

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4. Why is this program a new and creative method?

The 2023-2024 GMMTP has undergone a significant transformation. We merged public sector leadership principles with creative programmatic concepts to facilitate the evolution of the Kentucky State government's current workforce. This revamped program emphasizes organic learning, enhanced internal and external training opportunities, and a dedicated commitment to diversity, equity, and inclusion.

We strategically introduced innovative changes to the program and utilized technology, including social media platforms and software development, to expand the applicant pool, ensuring representation from our diverse employee base. We also developed an in-house online application portal, which streamlined the application process and significantly conserved processing hours and physical resources. To make the program specific to state government, we utilized internal resources and support, from material development to mentorship.

Guest speakers, mentors, and course materials are all drawn from the Kentucky state government, creating an organic and sustainable learning environment. This strategic approach enhances the program's resilience, making it adaptable to internal and external changes. It also promotes a sense of internal community and a shared understanding among the cohort and state agencies. Acknowledging the importance of agency involvement, we empowered each agency to select candidates, fostering ownership and commitment. This internal selection process enhanced agency buy-in, ensuring alignment with the agency's growth vision for the identified employees.

The 2023-2024 GMMTP represents a significant leap forward in leadership development and reflects our steadfast commitment to innovation, sustainability, and inclusivity.

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5. What was the program's startup costs? (Provide detailed information about specific purchases for this program, staffing needs and other expenditures, as well as existing materials, technology, and staff already in place.)

The start-up costs were \$0. All programming, materials, speakers, marketing, technology, and publications were either used or built in-house via the Office of Diversity, Equality & Training or in partnership with other departments and agencies internal to the Kentucky state government.

6. What are the program's operational costs?

There are \$0 operational costs. All subject matter experts, guest speakers, and mentors are volunteers. Marketing, media, and IT are handled in-house by a partnership between the Office of Diversity, Equality and Training, the Office of Public Affairs, the Division of Technology Services, and other internal agencies.

7. How is this program funded?

No funding is provided. All subject matter experts, speakers, and mentors are volunteers.

8. Did this program originate in your state?

9. Are you aware of similar programs in other states?

If yes, how does this program differ?

[Click or tap here to enter text.](#)

10. How do you measure the success of this program?

The Governor's Minority Management Trainee Program (GMMTP) has been a resounding success, with three key indicators to gauge its effectiveness:

1. The graduation rate is an impressive 100% for those who completed the program since its redesign in 2023.
2. The program's evaluation now includes rigorous criteria, such as completing over 50 hours of leadership training, a Capstone report, and adherence to the Kentucky state government's Executive Branch Curriculum for Managers. These courses equip graduates with the essential skills needed for successful leadership in state government.
3. Every graduate who completes the curriculum receives an hour of supervisory experience on their official transcript, significantly enhancing access and equity for all demographics within state government.

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Lastly, the program's success is reflected in the number of participants prepared to secure promotions or supervisory positions post-graduation. Impressively, 25% of the 2023-2024 GMMTP cohort has already received offers for advancement, affirming the program's instrumental role in cultivating exceptional leaders within our organization. This success underscores our commitment to fostering a diverse and capable leadership cadre that positively contributes to the state government's mission and objectives.

11. How has the program grown and/or changed since its inception?

The GMMTP has undergone significant changes and growth with a commitment to innovation, sustainability, and inclusivity. The program has evolved from a more rigid training program to a dynamic, hybrid, and organic learning structure that leverages technology and internal resources. The reach of the applicant pool has been significantly expanded through social media platforms, software development, and in-house digital media promotions to ensure representation from a diverse employee base, reinforcing the program's dedication to diversity, equity, and inclusion (DEI).

The program's application process has also been revamped to an online application portal that addresses financial sustainability, streamlines processes, conserves resources and enhances communication with auto-responses and tracking mechanisms. Internally sourcing all aspects of the program, from material development to mentorship, has fostered a sustainable learning environment. Guest speakers, mentors, and course materials are drawn from within the Kentucky state government creating a program specific to Kentucky State government's needs.

The newly revitalized GMMTP's growth and success can be attributed to its holistic approach, collaborative spirit, buy-in across state government agencies and departments, and our commitment to building and developing future state government leaders.

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### **Overview**

Created in 1995, the Governor's Minority Management Trainee Program (GMMTP) began as a two-year in-person professional development program designed to address the shortage of minority leadership within state government.

In 2023, the GMMTP took a significant leap forward by merging established leadership principles with the technological and virtual resources needed for agility and responsiveness to today's workforce. The GMMTP emerged as a more comprehensive, sustainable, and internally sourced program poised to empower and facilitate the needs of the state's future leaders.

To facilitate the program's revitalization, the Office of Diversity, Equality and Training (ODET), in collaboration with the Division of Technology Services, developed an in-house online application portal that streamlined processes, conserved financial resources, and enhanced communication. This revitalized approach also leveraged cutting-edge technology, including social media platforms and software development, to ensure representation across all Executive Branch agencies.

Enterprise-wide involvement is paramount to sustainability for the GMMTP. To ensure an equitable and seamless selection process, agency leadership reviews the nomination packets and determines who will serve as their agency's representatives for the program. This internal selection process enhances "buy-in" and ensures alignment with the agency's vision for professional development for the selected employees. Internal sourcing of all resources, from material development to mentorship, creates relationships within the Kentucky state government and promotes a sustainable learning environment with minimal financial impact.

The success of the GMMTP is measured in transformational outcomes. The program boasts a remarkable 100% graduation rate for participants who successfully complete the curriculum. Rigorous evaluation criteria, including completion of over 50 hours of leadership training and adherence to the Executive Branch Curriculum for Managers, ensure participants are primed for success in leadership roles.

The GMMTP's impact extends beyond graduation. Participants gain invaluable supervisory experience, enhancing access and equity within state government. Impressively, 25% of the 2023-2024 cohort has already secured promotions or supervisory positions, a testament to the program's instrumental role in cultivating exceptional leaders.

Participation in the GMMTP journey embodies a narrative of growth, innovation, and inclusivity. Its evolution from a traditional professional development program to a dynamic, internally sourced initiative underscores our commitment to fostering diverse and capable leadership within the Kentucky state government. The GMMTP is a shining example of how strategic innovation and collaboration can drive transformative change in leadership development.