Building Capacity in Georgia: A Collaboration with State Government

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Learner Outcomes

• Discuss the process for developing a customized training solution to deal with state budget and finance capacity issues
• Recall challenges in creating the program content
Capacity Issue

- Turnover in budget and finance positions in the state budget office as well as state agencies led to a knowledge gap for new employees.
- Budget cuts during the national recession resulted in a lack of training resources.
Process

• Governor’s Office of Planning and Budget approached the Carl Vinson Institute of Government to discuss creating three classes to quickly onboard new budget analysts

• Goal was to eventually roll out content to agencies state-wide
Classes – Summer 2012

• Language of Accounting
• TeamWorks Literacy and Orientation
• Revenue and Expenditure Analysis
Course Content Creation

- Used existing content from some courses
- Adapted training documents from Governor’s Office of Planning and Budget
- Worked with subject matter experts to customize to state software solution
- Held pilot sessions and modified course content
Additional content

- Debt Administration – Spring 2016
- Revenue Administration – Winter 2016
- Internal Control - Winter 2017
- Purchasing – Spring 2016
- Budget Administration – Fall 2016
Collaboration

- State Accounting Office
- Governor’s Office of Planning and Budget
- Office of State Treasurer
- Georgia State Financing and Investment Commission
- State Training Advisory Board
- Georgia Department of Revenue
Challenges

- No single source for information needed
  - Review state policy
  - Review state laws
  - Interview subject matter experts in each area
  - Create course content
  - Review content with subject matter expert
  - Pilot and adjust content as needed
Results

• Carl Vinson Institute of Government documented overall financial management process for state government
• State employees have an opportunity to understand their role in the financial management process
• Prepares employees to assume increasingly responsible roles in state government
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