



UNIVERSITY OF
GEORGIA

Carl Vinson
Institute of Government

Building Capacity in Georgia: A Collaboration with State Government

By Tracy Arner, M.Ed., CPA

PROMOTING EXCELLENCE IN GOVERNMENT

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



Graduates – 103 Summer 2016



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