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S.F. No. 1914 – Experimental training regime for state managerial positions pilot program development and implementation establishment; procurement of business consulting services for pilot project authorization and appropriation

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Section 1 [Pilot Program to Develop and Implement Experiential Training Regime for Managerial Positions]

Subdivision 1 [Experiential training regime] defines “experiential training regime” to mean a systematic manner of training managers to have a deep understanding of the work required in the positions over which they have managerial duties by training the managers to perform the duties of those positions and to maintain knowledge of those positions through working shifts periodically on a schedule in those positions.

Subd. 2 [Obtain expert advice] requires the commissioner of management and budget to contract for pilot programs with a private business with demonstrated expertise in improving customer service through use of an experiential training regime. Notwithstanding the requirement in statute for the commissioner to demonstrate that existing staff cannot be unavailable to perform the work before entering a contract for professional and technical services.

Subd. 3 [Pilot programs], paragraph (a), requires the commissioner of management and budget to institute pilot programs to develop and implement an experiential training regime for three specified categories of managerial positions: those with oversight for guards in state correctional institutions; those with oversight for state employees who work in a group home setting; and those with oversight for state employees who work in road and bridge construction.

Paragraph (b) requires the commissioners of corrections, human services, and transportation to cooperate with a consulting service conducting the pilot program.

Paragraph (c) lists the work required of the consulting service, including developing an experiential training regime for the positions subject to the pilot program with training materials; provide a plan for the department to implement the regime for positions subject to the pilot program; and identify other managerial positions in the agency that would benefit from the regime; submit a proposal to the commissioner of management and budget and the legislature to develop and implement the regime for additional positions; and submit a report to the commissioner of management and budget and the legislature on the results of the pilot program.

Paragraph (d) specifies that the shifts worked by managers in these positions must not reduce the shifts worked by the employees employed in these positions.

Paragraph (e) establishes a timeline completion of the pilot projects (July 1, 2024) and reports (August 1, 2024) and for departments to institute the plans (January 1, 2025).

Section 2 [Appropriation] appropriates money from the general fund in fiscal year 2022 to the commissioner of management and budget to enter a contract for consulting services for the pilot programs.