

>400

Responses

16%

Response

Rate

52%

Classified

Thank You to everyone who completed the survey during this complex time!

The responses to this survey, IPDP input, industry research, workshop surveys, and discussions with stakeholders and our TD Advisory Council inform the decisions we make in planning future events.

This infographic summarizes the 2020 Annual Survey results.

Your feedback matters

31%
A&P
Faculty

17%
Wage or
Other

188 have
0-5 years

99 have
16+ years

45%
Supervise

I Supervise Employees Who Are
-Full time 33% -Students 44%
-Part-time 17% -Other 7%

When the employees I supervise participate in TD's professional development events, I see positive impacts on performance.

37%
Somewhat
agree

18%
Strongly
agree

12%
Neutral

Not enough
info to
answer

32%

2 people
disagree

After I attend a professional development event, I...

Improved
my job
performance

63%

72%

Applied
what was
learned

I see
improvement
in

76%
Gained job
related
knowledge

66% impacted their department positively as a result of information learned and applied

36% Customer Service
34% Communication
30% Organizational Skills
27% Administrative Skills
26% Team Building
24% Leadership or Supervision/Management

(will not equal 100%)

33%
In-person
workshop

20%
Attend
conference

Preferred method(s) of participating in professional development
(will not equal 100%)

19%
Self-Study

17%
Webinar

10% prefer mentoring

For Me

Top 4 competencies identified as most important to my job success in the next 18 months.

-  1 Communication/Facilitation
-  2 Leadership/Organizational Development
-  3 Work/Life Wellness
-  4 Supervision/Management

For My Department

Top 4 competencies I think are important to my department's success in the next 18 months.

-  1 Communication/Facilitation
-  2 Team Building
-  3 Leadership/Organizational Development
-  4 Customer Service

These priorities for personal and departmental professional development influence both scheduling of content and allocation of resources to the acquisition and development of new workshop content. Based on review of data about the state of the workforce in general (Gallup, Udemy, SHRM) and in view of current staffing and physical distancing, these priorities will influence Talent Development planning more than ever. In fact, it already has in the new content currently being offered through Webex training which focuses on communication, customer service and team building.

Since the 2019 Annual Survey, Talent Development has experienced staffing changes, including a new Director and new Professional Development Specialist, the retirement of the Training Coordinator, and job changes or retirement for many of our volunteer facilitators.

For those responding to the survey, email is still the preferred method for receiving information about upcoming workshops, supported by a recommendation to continue communicating during Onboarding about Talent Development and its role.

There were 61 free-write comments in the survey results. Three themes were present.

-  Requests for virtual content in light of the current physical distancing protocols. [In addition to new and revised content now being offered virtually, we encourage the use of LinkedIn Learning. Talent Development has created TD Playlists with recommended content (55 courses) corresponding to the 7 TD Competencies. Get more information on the [TD home page](#).]
-  Gratitude for the benefit that JMU provides to its employees through Talent Development workshops, with specific requests for new and different content. [All suggestions will be incorporated into planning for 2021 and beyond.]
-  Specific concerns reflective of individual preferences and needs. [Every comment is considered in light of any implication to the overall plans and activities of Talent Development while remaining true to [Policy 1403](#) A&P Faculty and Classified Staff Training and Development.]