Workforce Development Planning: A People Strategy for Organizations

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This presentation is part of the GIS Manager Track

- All sessions are in SDCC Ballroom 20A
- Wednesday
  - 8:30-9:30AM – Enterprise GIS Strategic Planning for Success
  - 10:00-11:00 AM – Architecting the ArcGIS Platform: Best Practices
  - 1:00-2:00 PM – Communicating the Value of GIS
  - 2:30-3:30 PM – Workforce Development Planning: A People Strategy for Organizations
- Thursday
  - 8:30-9:30 AM – Increase GIS Adoption by Integrating Change Management
  - 10:00-11:00 AM – Supporting Government Transformation & Innovation
  - 1:00-2:00 PM – Governance for GIS
  - 2:30-3:30 PM – Moving Beyond Anecdotal GIS Success – An ROI Conversation

Agenda

- What is a Workforce Development Plan
- Patterns of GIS
- Types of Training
- Esri Training Web Site
- Q & A

Workforce Development Plans

What is a workforce development plan?

A strategy-driven learning plan that aligns training resources to your organization's vision and goals to ensure the roles in your workforce have the skills to execute on leveraging the ArcGIS Platform.

The Road Ahead

Incremental Software Release

Continuous Online Improvements

Metadata
Spatial Statistics
Augmented Reality
Web Raster Analytics
Ortho Mapping
3D
AI
Massive Point Clouds
IoT
Smart Mapping
3D Cities
Situational Awareness
Crowdsourcing
Utility Networks
GeoAnalytics
Real-Time
Imagery
Distributed GIS
Machine Learning
Big Data
Volumetric Data
Spatiotemporal
Very Fast Display
Scientific Modeling
Space/time Visualization
Citizen Engagement
Solutions
Urban Design
Microservices

. . . Focused on Quality, User Needs, and Innovation

Training for Your People

Focus on Your Most Valuable Asset

Benefits of a Workforce Development Plan

Training aligned with goals and objectives

Defined GIS roles and responsibilities

Deploy training resources effectively

Goals identification

Customized Training Plans

Easy access to training materials and information

Business case for GIS investment

New to GIS

Basics of GIS

- Introduction to GIS Using ArcGIS (2 days)
- ArcGIS Pro: Essential Workflows (3 days)
- User Workflows for ArcGIS Online Organizations

E-Learning

- Getting Started with GIS
- Referencing Data to Real-World Locations
- Finding Geographic Data in ArcGIS
- Solving Spatial Problems Using ArcGIS

Additional Resources

- Learn ArcGIS Tutorials

GIS Analyst

Instructor-led courses

- Introduction to GIS Using ArcGIS (2 days)
- ArcGIS Pro: Essential Workflows
- Managing Geospatial Data in ArcGIS
- Spatial Analysis with ArcGIS Pro
- Get Started with Insights for ArcGIS
- Creating Story Maps with ArcGIS
- Introduction to Geoprocessing Scripts Using Python

E-Learning

- Preparing to Perform Analysis Using ArcGIS Pro
- Spatial Analysis and Modeling with ArcGIS Pro
- Spatial Analysis with ArcGIS Online
- Introduction to ArcGIS Maps for PowerBI
- Going Places with Spatial Analysis – Esri MOOC

GIS Developer

Instructor-led Courses:

- Introduction to GIS Using ArcGIS (2 days)
- Configuring Web Apps Using Web AppBuilder for ArcGIS
- Introduction to Web Development Using ArcGIS API for JavaScript
- Introduction to Geoprocessing Scripts Using Python

E-Learning Resources:

- Python for Everyone
- ArcGIS App Strategies
- Basics of JavaScript Web Apps
- Extend ArcGIS Pro Functionality with Add-ins
- Building 3D Web Apps with ArcGIS API for JavaScript

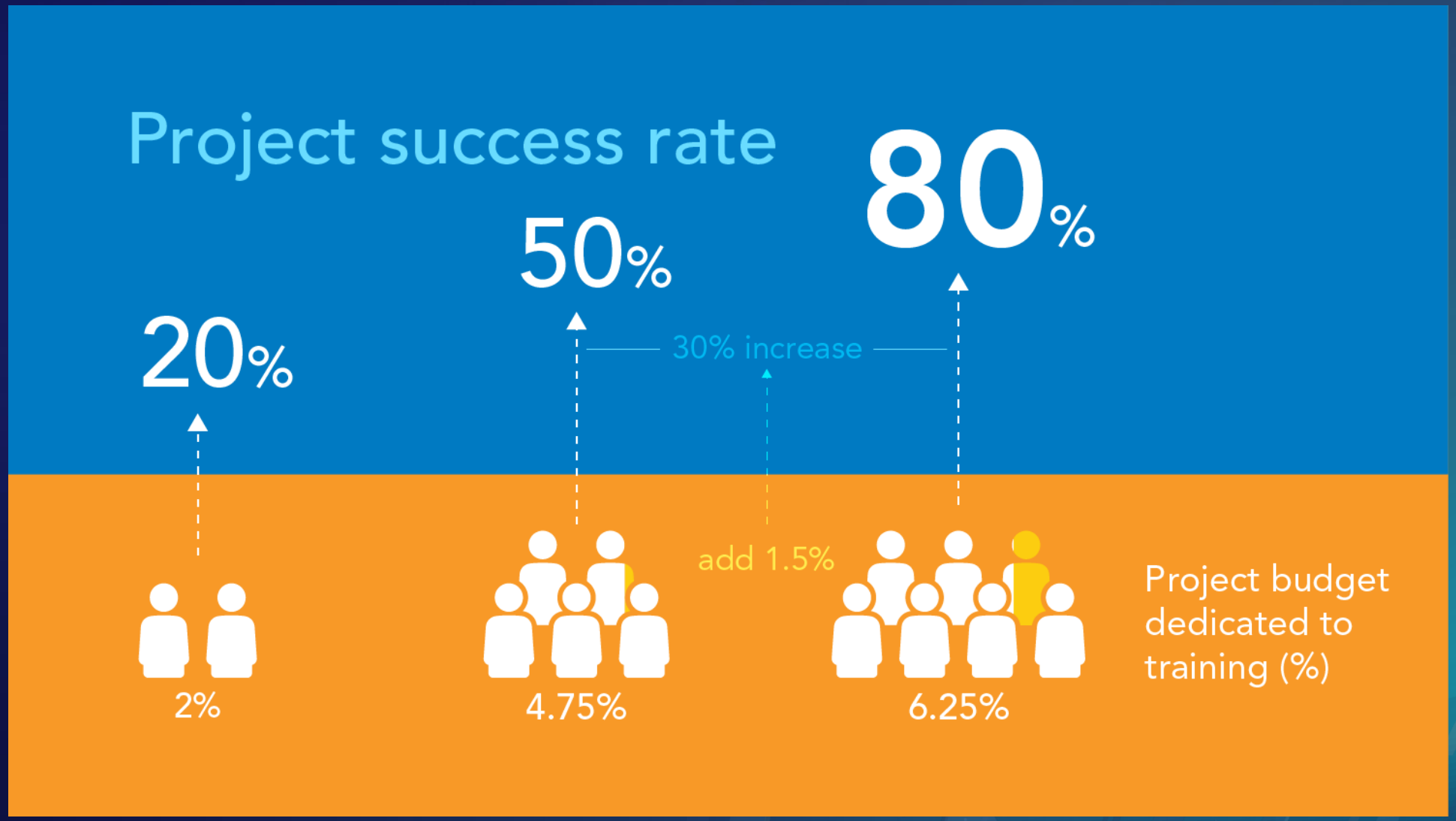
Workforce Development Planning Process

Document the alignment of your GIS program and workforce roles with your organization's mission and objectives.

Evaluate options to develop the skills and knowledge needed to successfully perform each workforce role.

Create an actionable plan to build and institutionalize the workforce capabilities needed to achieve your strategic objectives.

Training | Investment in Training and Project Success



Source: IDC, Training's Impact on Projects Survey, 2011.

Three Levels of Engagement

Patterns of GIS

esri | THE SCIENCE OF WHERE™

ArcGIS® COMMON PATTERNS OF USE

Mapping & Visualization

Understand locations and relationships with maps and visual representations

Data Management

Collect, organize, and maintain accurate locations and details about assets and resources

Field Mobility

Manage and enable a mobile workforce to collect and access information in the field

Monitoring

Track, manage, and monitor assets and resources in real time

Analytics

Discover, quantify, and predict trends and patterns to improve outcomes

Design & Planning

Evaluate alternative solutions and create optimal designs

Decision Support

Gain situational awareness and enable information-driven decision making

Constituent Engagement

Communicate and collaborate with citizens and external communities of interest

Sharing & Collaboration

Empower everyone to easily discover, use, make, and share geographic information

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ArcGIS Enterprise Core Curriculum

esri.com/training

Working with Data

- Creating and Editing Data with ArcGIS Pro
- Managing Geospatial Data in ArcGIS
- Field Data Collection and Management Using ArcGIS

Managing Enterprise Geodatabases

- Deploying and Maintaining a Multiuser Geodatabase
- Implementing Versioned Workflows in a Multiuser Geodatabase
- Distributing Data Using Geodatabase Replication

General Courses for Collaboration

- Sharing Content on the Web
- User Workflows for ArcGIS Online Organizations

Manage the Enterprise

- ArcGIS Enterprise: Configuring a Base Deployment
- ArcGIS for Server: Site Configuration and Administration

Types of Training

Types of Training Resources

Instructor-led Courses

- 1, 2, or 3-day training course with instructor
- Public or private, onsite or online

Web Courses

- Self-paced online, available 24/7
- Hands-on activities and exercises

Training Seminars

- 60-minute recorded technical presentations

Training | Workforce Development Planning - Goals

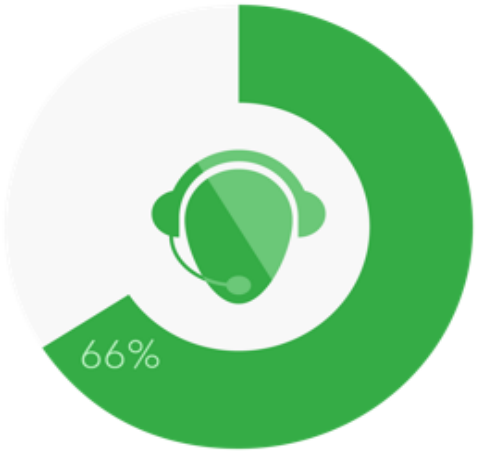
- [x] Understand business priorities and key initiatives
- [x] Capture current workflows that leverage maps and GIS
- [x] Understand current GIS deployments and related technical architectures
- [x] Review future plans/ideas for maps and GIS

Training | Resources Available to Your Organization

- 500+ Resources
  - Live Instructor – online or onsite, public or private
    - Web Courses – self-paced, 24/7
  - Training Seminars – 45/60 min video presentations
- Create, copy, share, and assign learning plans

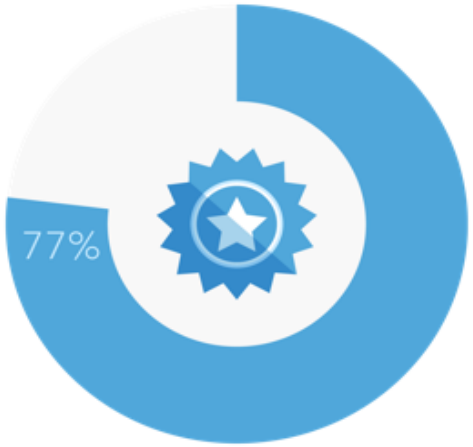
Engaging with Esri Training

Value of Esri Certification



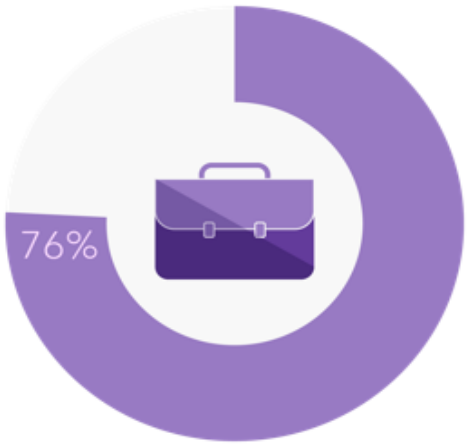
of managers believe that certifications improve the level of support and service of IT end-users and customers.

CompTIA Survey, June 2009



of certified individuals are likely to pursue another Esri Technical Certification.

Esri Certified Survey, June 2017



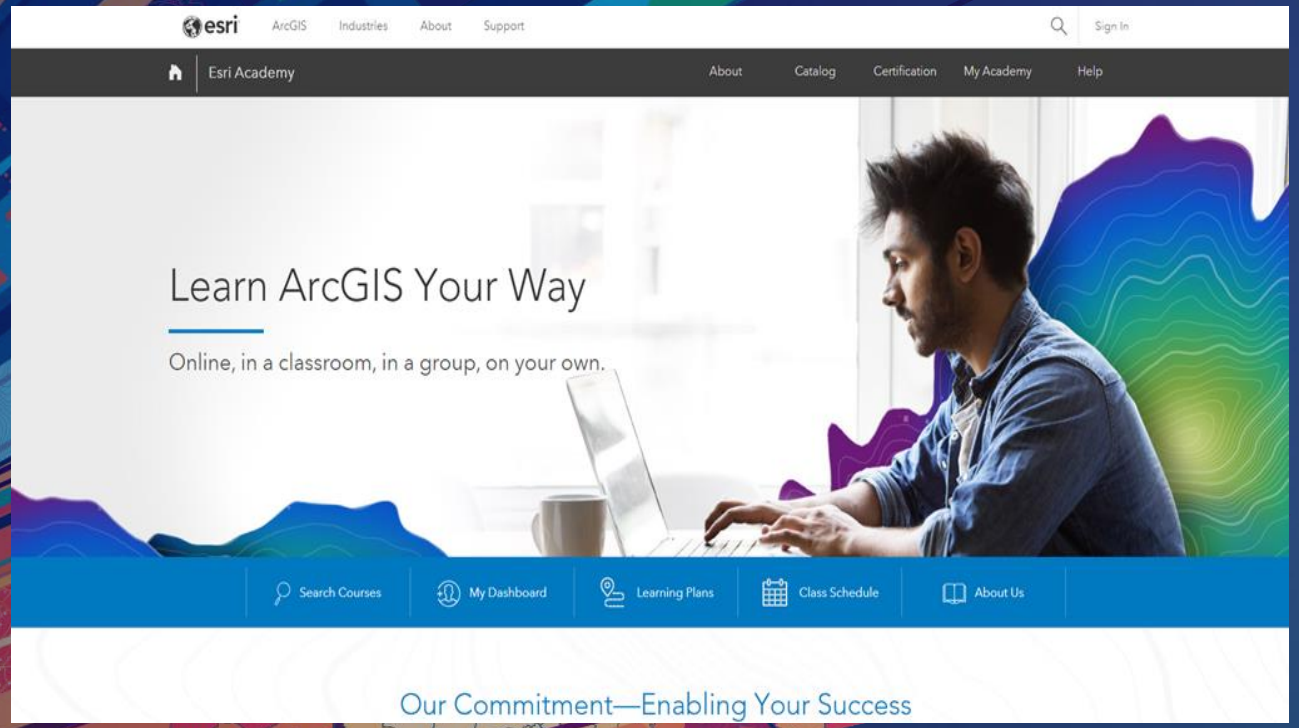
of certified individuals believe their Esri Technical Certification positioned them for career advancement.

Esri Certified Survey, June 2017

Validate Your Skills Today

- Omni Hotel San Diego
  675 L St.
  Room: Gaslamp 1
  San Diego, CA, 92101
  Phone: (619) 231-6664

- Tuesday, July 10 8AM – 5PM
- Wednesday, July 11 8AM – 5PM
- Thursday, July 12 8AM – 3PM



Online Course Catalog

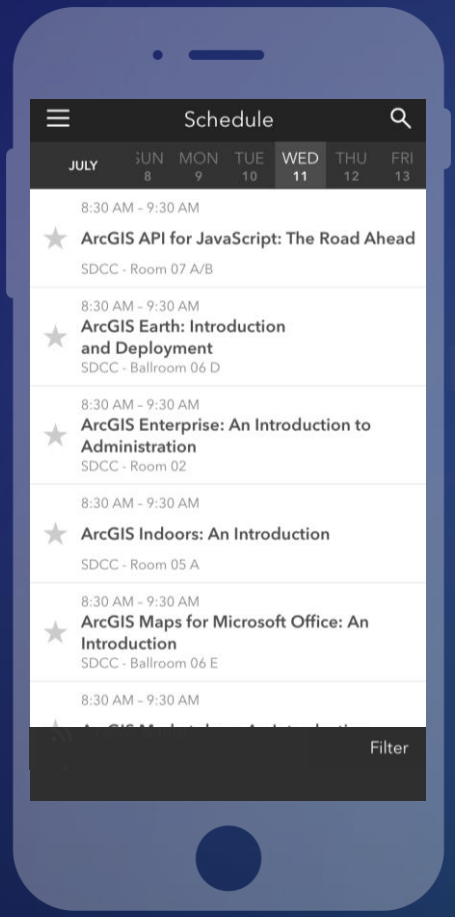
Benefits of a Workforce Development Plan

Questions?

Please Take Our Survey on the App

Download the Esri Events app and find your event

Select the session you attended



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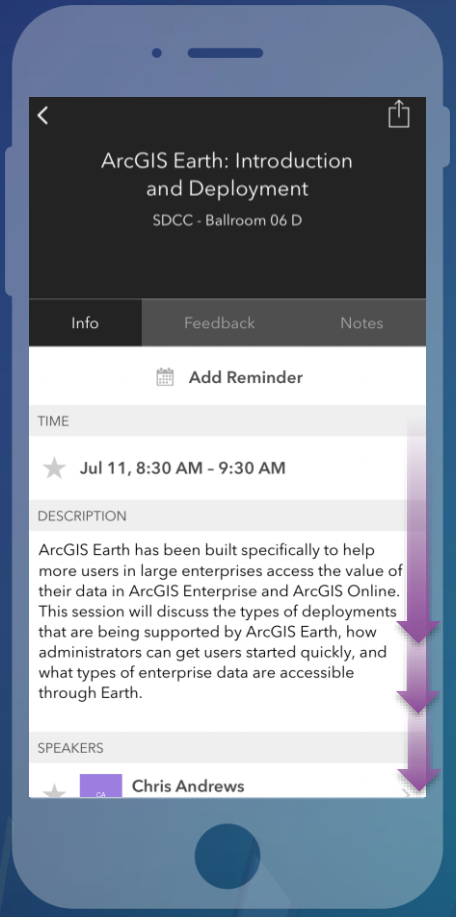
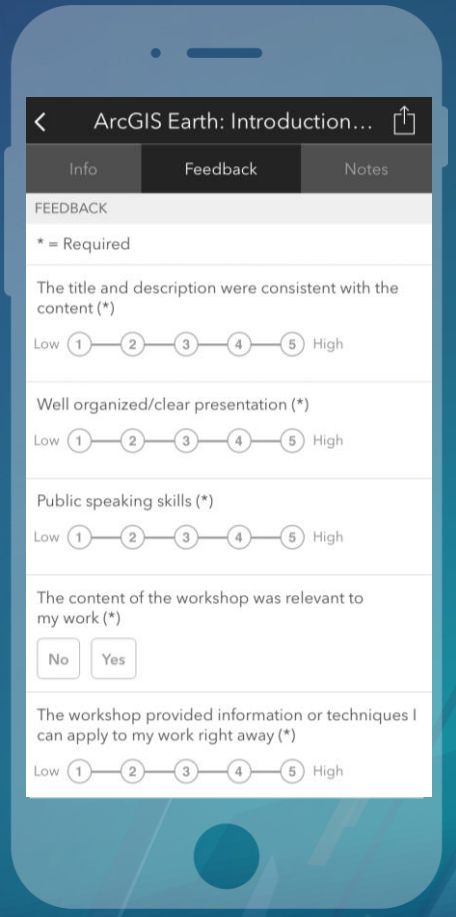


Complete answers and select “Submit”

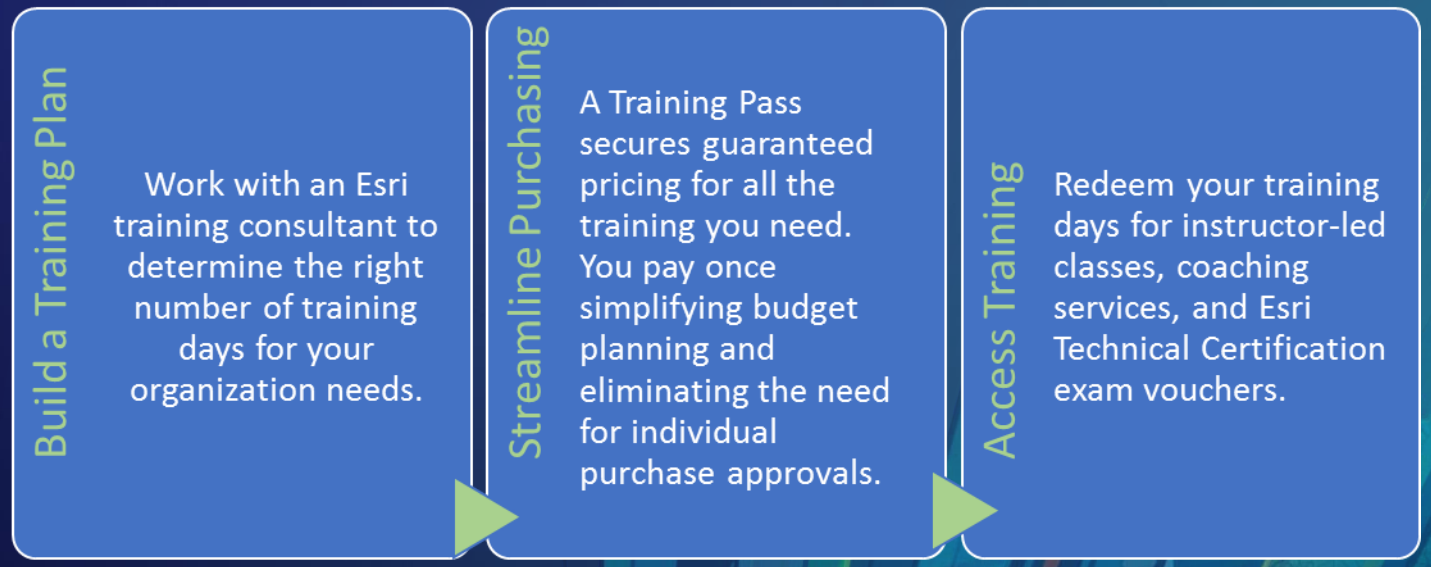


Training Services Sessions

- **Tuesday – July 10, 2018**
  - 5:15-5:35 PM - Engage the Entire Enterprise with GIS Esri Showcase: Implementing ArcGIS Spotlight Theater
- **Wednesday – July 11, 2018**
  - 10:00-11:00 AM - Driving GIS Adoption through Organizational Change Management: Room 17 B
  - 1:00-1:20 PM - Understanding the Value of Esri Technical Certification: Esri Showcase: Implementing ArcGIS Spotlight Theater
  - 2:30-3:30PM - Workforce Development Planning: A People Strategy for Organizations : Ballroom 20A
  - 4:00-4:20 PM - Why Now? Establishing Urgency for Training: Esri Services Expo Spotlight Theater
- **Thursday – July 12, 2018**
  - 8:30-9:30 AM - Increase GIS Adoption by Integrating Change Management: Ballroom 20 A
  - 4:00-5:00 PM - Driving GIS Adoption through Organizational Change Management: Room 14 A

Training Pass Days

- **A convenient, cost-effective method to purchase GIS training from Esri.**
- **Simplifies budget planning, secures guaranteed pricing, and eliminates the need to obtain individual purchase approvals throughout the term.**
- **Flexibility allows organizations to efficiently prepare teams for upcoming projects, equip their workforce with important knowledge and skills, and achieve the full business benefits of the ArcGIS platform.**



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