## RESOLUTION NO.

File ID: 24-6346

**WHEREAS**, the City relies upon its staff, volunteer commissioners, and elected leadership to provide both community insights and issue-based expertise in crafting policy, law, and programmatic deployment; and

**WHEREAS**, historic inequities in access to higher education, professional development, and certifications can serve as a barrier to individual professional development of staff, commissioners, or Council members, as well as to the broader organizational needs of the City; and

WHEREAS, the City has offered limited subsidies for professional training and higher education credit as a benefit for its employees, but has not established continuing education or professional training programs for commission or Council members; and

WHEREAS, industry best practices as recommended by the International City/County Management Association (ICMA), the American Society for Public Administration (ASPA), and the Project Management Institute (PMI) recognize continuing education and professional training for organizational leadership as critical to the long-term resilience and efficacy of large-scale organizations like the City; and

WHEREAS, ICMA advocates for continuous professional development to help public sector leaders adapt to complex governance challenges, ensuring that the City's leadership can effectively navigate changes in urban development, public health, and social services; and

**WHEREAS**, ASPA emphasizes the importance of training public sector leaders in crisis management, equity, and technology integration, enabling the City to meet the diverse needs of its growing population; and

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WHEREAS, PMI stresses that ongoing leadership development through certification and education is essential for the effective management of large-scale projects, including infrastructure and city-wide initiatives, which will improve the City's ability to achieve its long-term goals; and

WHEREAS, regional educational institutions have successfully partnered with local governments to offer training and college credit for local leaders, including:

- Portland State University's (PSU) Leadership Boot Camp: The Center for Public Service at PSU collaborates with local governments to train elected officials, city managers, and council members, ensuring the program content addresses real-world challenges faced by local leaders; and
- The Local Government Academy's Newly Elected Officials Course: A Pennsylvania-based program that partners with local governments to provide education and training to newly elected officials, with a focus on enhancing governance and public service skills; and
- The Humphrey School of Public Affairs: A regional partnership that provides group tuition discounts designed for municipal or county government employees, encouraging collective enrollment of staff and officials; and

WHEREAS, organizations such as ICMA, ASPA, PMI, and regional institutions like PSU, the Local Government Academy, and the Humphrey School have demonstrated the effectiveness of converting professional training into college credit or certification; and

**WHEREAS**, Council has previously determined that recurring opportunities for continuing education and proficiency training could help improve the efficiency and efficacy of Council initiatives; **NOW, THEREFORE**,

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## BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF AUSTIN:

The City Manager is directed to research and identify potential partnerships with educational and professional education institutions, including but not limited to Huston-Tillotson University, the University of Texas at Austin, Austin Community College, and St. Edward's University, to offer continuing education credits, college credit for hours worked or served, and other professional certifications to City employees, appointed commissioners, and Council members, and if a partnership program does not already exist, establish a pilot partnership to do so.

## **BE IT FURTHER RESOLVED:**

In furtherance of Resolution No. 20240530-166, the City Manager is further directed to present a summary of the research and recommended organizational policy changes necessary to allow for continuing education.

## **BE IT FURTHER RESOLVED:**

Any potential partnership with regional educational institutions should complement and support other regional collaborative efforts, fostering a coordinated, action-oriented approach to addressing inequities and meeting regional needs.

ADOPTED: _	, 2024	ATTEST:	
			Myrna Rios
			City Clerk