Training the Trainers Online

By Mira Radovich, Communications Coordinator

In today’s challenging economy, having a professional certification not only fortifies your resume, it can be the one thing that makes you stand out as a job candidate, and demonstrates your commitment to the profession.

A new partnership with the American Society for Training & Development (ASTD) helps trainers prepare for professional certification – online!

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ASTD is an international organization with more than 40,000 members, and is dedicated to providing resources for learning and performance professionals, educators, and students and serving as the voice of the profession on public policy issues.

For the past year, Rio Salado College has worked with ASTD to convert its Certified Professional in Learning and Performance (CPLP) prep course to an online format. The result is a 10-week non-credit program that prepares students for the CPLP exam by giving them access to instruction anytime, anywhere.

“More and more learning content is available in online environments,” said Rhonda Crenshaw, ASTD’s Education Project Manager. “ASTD understands that demands on working adults means that learning must be offered in varied formats. Additionally, having an online course allows us to support the CPLP preparation needs of our growing number of international members and customers.”

Online students have access to all of the features offered by ASTD’s in-person CPLP prep course.

Rhonda Crenshaw is the Education Project Manager for the American Society for Training & Development.

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Online Training Conversion Services

Rio Salado offers a service which takes current in-person training and converts it into an online format. Your industry-specific instructional materials undergo an online development process with our team of instructional designers and technology experts. Your content is reviewed with the option of integrating the latest technology enhancements for an optimal learning experience so your employees or association members can complete their training online from multiple locations worldwide.

Training the Trainers Online

The class delves into the 9 areas of practice expertise covered on the CPLP exam: designing learning, delivering training, improving human performance, measuring and evaluating learning, managing the learning function, career planning and talent management, coaching, facilitating organizational change and managing organizational knowledge.

“Students also connect with other students online, have access to an online coach, and learn how to succeed on the work product submission component of the exam,” said Crenshaw.

Upon successful completion of the course and exam, individuals are able to use the CPLP designation, which is beneficial on many levels, according to Crenshaw.

“CPLP gives you the capability, credibility and confidence to be a high performing contributor in your organization,” said Crenshaw. “And working with Rio Salado on this type of project has helped ASTD get the asynchronous course to members and customers faster. Ultimately, our members benefit by having access to an ASTD course anytime, anywhere.”

For more information visit: www.riosalado.edu/partnerships

The Rio Salado Institute for Employee Development

The Rio Salado Institute for Employee Development consists of a team of dedicated individuals who work with corporations, government agencies and community organizations to establish customized educational partnerships.

Why partner with Rio Salado College?
Through a partnership with Rio Salado College your organization can access quality education and customized training to develop a more highly educated workforce. Rio Salado’s programs empower adults to earn certificates and college degrees in a variety of fields, usually right at their places of employment. Other benefits for employers include:

- Experiencing a positive impact on employee recruitment and retention
- Providing opportunities for your employees to receive college credit for employer-based training
- Having employees with increased confidence when they obtain new skills and knowledge

Choose the Best Program for Your Organization

Educational Partnerships: Get the best of both worlds by combining your industry-specific training with Rio’s high-quality academic component to create customized industry certificate and associate degree programs.

Customized Training and Professional Seminars: Keep your employees up to date with the most current knowledge and future trends in management, leadership, customer service and a variety of other areas. In addition to being cost-effective, Rio’s programs are customized to fit your organization’s specific needs and culture.

Online Business Advantage: Save your organization time and money by converting your in-person training to an online format. Let Rio standardize and upgrade your training so it is easy to educate employees at multiple sites.

Foreign Language Training: Open the door to a whole new customer base by providing foreign language training to your employees. Classes can be customized to your industry’s specific vocabulary. Also, online classes are available in Spanish, French, Japanese, Chinese and Arabic.

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Who: Southwest Building Science Training Center, affiliated with the Foundation for Senior Living (FSL).

Industry: Home Performance/Weatherization. This field covers a broad range of trades including HVAC technician and envelope workers such as air sealing, insulation, vapor barrier, siding and window specialists.

Certification offered: Building Performance Analyst Certification

Online classes: Principles of Building Science (WRKDEV 100-20006) and Comprehensive Building Assessment (WRKDEV 100-20007).

The two online classes offered through Rio Salado College prepare students for the in-person field training classes and exams required for Building Performance Institute (BPI) certification, a common requirement for contractors doing weatherization work. The Southwest Building Science Training Center is the only affiliate in Arizona where workers can get BPI certification.

Class content: Students will gain an understanding of how building subsystems interact with and affect the others to achieve building performance and efficiency.

This model is great for individuals with little or no contracting experience, as they gain a more comprehensive education in construction principles, building component, and principles of building science,” said Gavin Hastings, Energy Training and Technical Assistance Coordinator for FSL Home Improvements.

Why the partnership was formed: “We continue to experience a dramatic growth in the weatherization and home performance industries that will require a large number of highly trained individuals to deliver this service in Arizona,” said Hastings. “The partnership allows individuals wanting to become energy auditors the opportunity to learn online from a local resource.”

For more information: www.riosalado.edu/certifications

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FIVE Energy Auditing Tips

1. Check the insulation levels in your attic, exterior and basement walls, ceilings, floors, and crawl spaces. Visit www.energysavers.gov for more information.

2. Check for holes or cracks around your walls, ceilings, windows, doors, light and plumbing fixtures, switches, and electrical outlets that can leak.

3. Check for open replace dampers.

4. Make sure your appliances and heating and cooling systems are properly maintained.

5. Study your family’s lighting needs and use patterns, paying special attention to high-use areas. Look for ways to use lighting controls—like occupancy sensors, dimmers, or timers—to reduce lighting energy use, and use compact or standard fluorescent lamps.

Source: U.S. Department of Energy
In 1976, Loretta Price immigrated to the United States from South Africa. She worked for a car rental company for several years before getting a recruiter position with Maricopa County. There she joined a cohort program where county employees attended onsite classes to earn certificates or degrees through Rio Salado College.

“I was apprehensive because this was my first exposure to any American school,” Price said. “My educational experience in South Africa was high school and three months of college.”

Price’s cohort completed their certificate program in 2006, and decided to continue with the degree program. When the cohort ended in 2008, Price forged ahead, taking online classes on her own to complete her Associate in Arts degree in Public Administration.

“I learned it’s never too late to start your education,” said Price, who served as one of the student commencement speakers at this year’s ceremony. “Rio Salado took away all the obstacles and made getting an education very easy.”

Through its partnership programs, Rio Salado College works with local corporations, government agencies and community organizations to provide access to training and career-path programs for their employees.

At this year’s graduation ceremony in May, students from three employee cohorts were among the 3,300 graduates.
American Express Cohort

Jackie Colon, Gayle Dunbar and Jo Ann Murray joined an American Express employee cohort 2007. The trio attended Rio Salado’s graduation ceremony in May, earning certificates in Organizational Leadership from Rio Salado College.

“Besides the convenience of having the classes take place at American Express, everyone involved had the same goal in mind,” said Colon. “The cohort also gave me the opportunity to build a network of relationships with other employees within the company.”

Cohort members agreed that they likely would not have pursued this educational opportunity if it had not been for the partnership between American Express and Rio Salado.

“Going back to school was not in my plans,” said Murray. “However, it was too convenient not to give it a try.”

Dunbar added, “As soon as I heard the classes would be held onsite again, I signed up, because ultimately, the more educated you are, the better your chances of succeeding.”

All three cohort members plan to take their education to the next level.

“In today’s job market, having a degree can be the deciding factor when it comes to job offers,” said Colon.

City of Glendale Cohort

Martina Longoria took advantage of an employee cohort with the City of Glendale to earn a certificate in Public Administration, and then continued on her own accord to earn an Associate in Arts in Public Administration degree.

“Continuing my education has proved to be an asset in my current job, as it opened doors for promotions over the last few years,” said Longoria. “And I had no idea that other employees from my organization would be the instructors. It provided a great networking opportunity with other employees I might not have otherwise met.”

Longoria’s journey to completing her associate degree lasted almost 10 years, but thanks to the availability of the cohort and the flexibility of online classes, she persevered.

“I am very excited, proud and feel capable of so much more having obtained my degree,” said Longoria. “The cohort and Rio Salado College online made continuing my education very accessible.”

Longoria is pursuing a bachelor’s degree at Arizona State University, through Rio Salado’s Alliance Program.

For more information about Rio Salado’s partnership programs, visit www.riosalado.edu/partnerships.
AZ HR Professionals Prepare for Certification Online

Rio Salado College now offers an online test preparation course for Arizona’s human resource professionals to study for the Professional in Human Resources (PHR) certification exam.

The three-credit course covers several aspects of human resources including:
• Developing strategic goals
• Managing employee and labor relations
• Evaluating recruitment/employment marketing strategies
• Summarizing laws regarding workforce development
• Explaining compensation policies and programs
• Summarizing payroll responsibilities and procedures
• Evaluating benefit programs

“The online education offers an excellent opportunity where education resources are not available outside of Maricopa County for human resource professional to prepare for the PHR exam,” said Betty Doran, Certification Director for the Arizona Society for Human Resource Management (SHRM).

“Also, because of its flexibility, all SHRM members can study for the exam at their convenience as well as earn credits toward a degree program as well,” Doran said.

Other Rio Salado Classes for Test Preparation Certification:
• Certified Bookkeeper
• Certified Pharmacy Technician
• Certified Apartment Manager (CAM)
• National Apartment Leasing Professional (NALP)

For more information about test prep classes visit: www.riosalado.edu/certifications

Sales Professional Debuts

Today’s buyers are more knowledgeable and have more options than ever before. Because of this, sales has become an increasingly complex and sophisticated profession – one that offers many opportunities for sales professionals.

Rio Salado College and Kaiser Companies have partnered to create a new online learning opportunity for sales professionals – Sales Professional I.

The class is led by a veteran sales professional, and includes extensive discussions of strategies and tactics than can be implemented immediately. All of this is done in a convenient online format in 8 weeks.

“It has always been my passion to create an online sales curriculum that is based on real-world experience and know-how,” said Jim Kaiser, president and CEO of Kaiser Companies.

The ultimate goal of the class?
“Giving people a competitive edge in sales and management that will propel them into successful selling careers,” said Kaiser.

“This online classroom is second to none,” said Kaiser. “It’s dynamic, interactive and multimedia-driven.” The class format includes lectures, innovative online exercises, case studies, and a free one-year subscription to Selling Power magazine.

For more information, go to:
www.riosalado.edu/sales
New Programs Highlight
Rio Salado’s Academic Offerings

With unemployment still a concern in Arizona today, going back to school is more relevant than ever. Those looking to re-career and get a job in a new field, and even new students deciding on a career can look to community college as an affordable option. And now, students have even more educational options to choose from with new academic programs being offered through Rio Salado College.

New programs offered through Rio Salado College:
• General Business
• Accounting
• Sustainability and Ecological Literacy

The General Business and Accounting programs are offered as a certificate of completion or an associate in applied science degree. Sustainability and Ecological Literacy is offered as an academic certificate.

General Business

For those interested in a business career, the first step is to understand the fundamentals of how a business works. Rio Salado’s general business program provides an overview of business courses including management, accounting, computer information systems and business communications. Having an understanding of general business concepts can help students identify a specific business field to pursue.

Accounting

Because accounting is an important part of the business world, Rio Salado offers a program that provides students with the basic skills and knowledge needed to enter the accounting field. Students learn about how a business operates through its financial activities, with courses covering accounting principles, managerial accounting, payroll and more.

Sustainability & Ecological Literacy

Awareness of sustainable and green is an increasingly important part of today’s world. In this new program, students gain an understanding of sustainable living practices, and the skills necessary to become ecologically and environmentally aware through classes like Environmental Ethics, Geological Disasters and the Environment, and the Economics of Natural Resources.

For more information about these or other academic programs offered through Rio Salado College, visit: www.riosalado.edu/programs

Coming spring 2010 - Sustainable Food Systems program.

Learn more about Rio Salado College online at www.uatrio.com
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Contact us today!
We’ll help you choose the best program for your educational partnership.
Susan Lawrence: 480-517-8512
Karen Stigers: 480-517-8525

Karen Stigers, Director of Corporate & Government Programs for Rio Salado College (left), and Christie Barfoot, Training Manager for Take Charge America, receive the 2008 Excellence in Practice Citation. The award, given by the American Society for Training and Development, recognizes excellence in workplace learning and performance.