

# Professional Development Center

20P-02

Performance Audit

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# Background

PDC was created by the legislature in 1985

Wide variety of course topics offered,  
most are non-technical

Open-enrollment classes & contract  
classes

Legislature sets maximums on PDC rates &  
fees in HB2

# Audit Objective

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Does the PDC provide **cost-effective** and **quality** training services consistently **utilized** by state agencies?



# Cost Comparison

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10 PDC courses

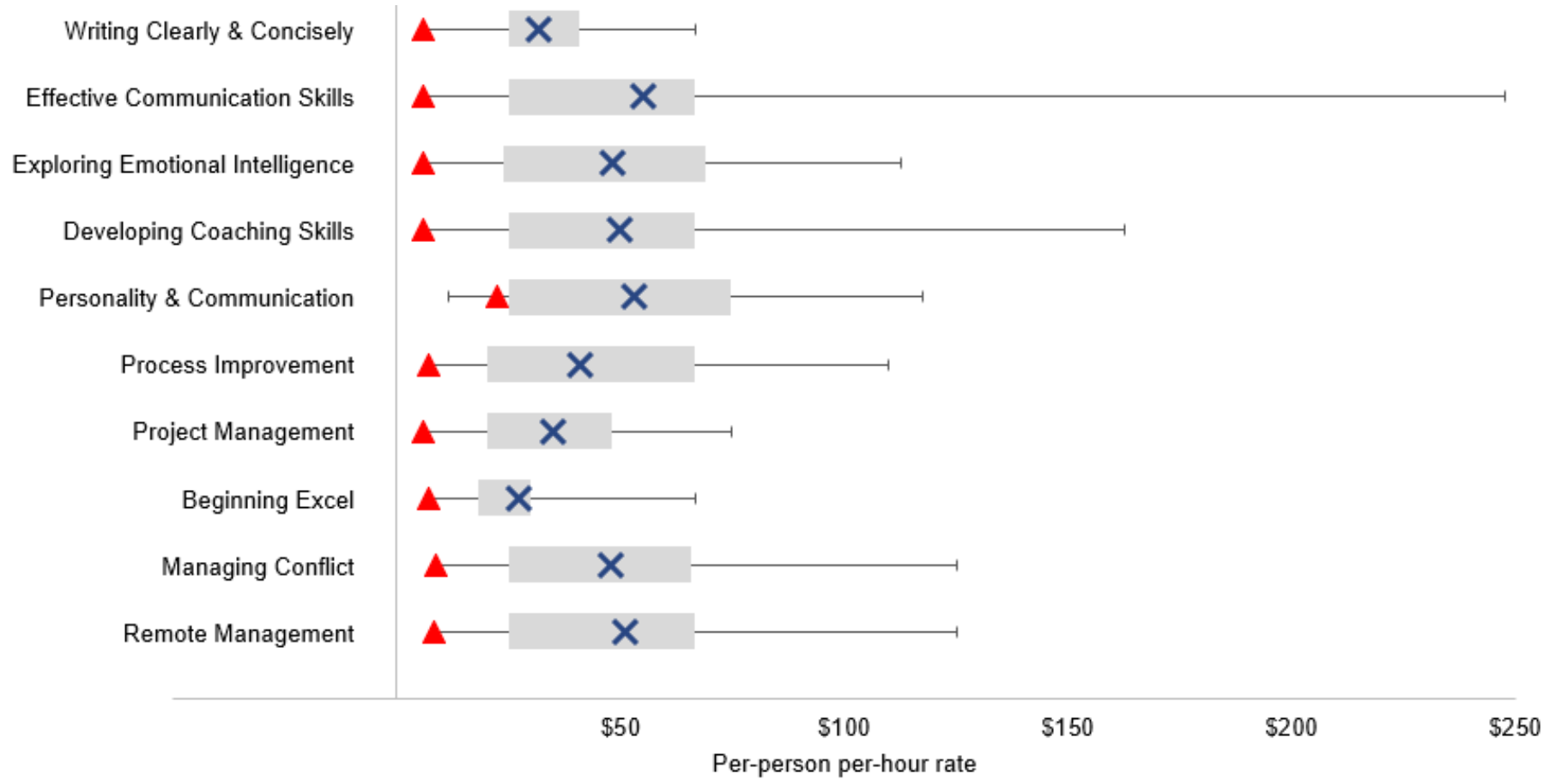
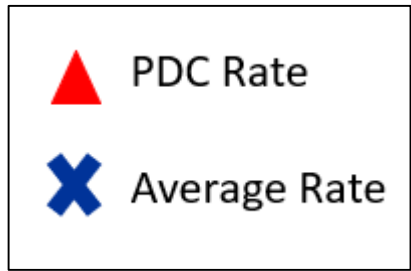
Alternative sources of training:

- Private Sector & University System

Standardized pricing into per person per hour rates

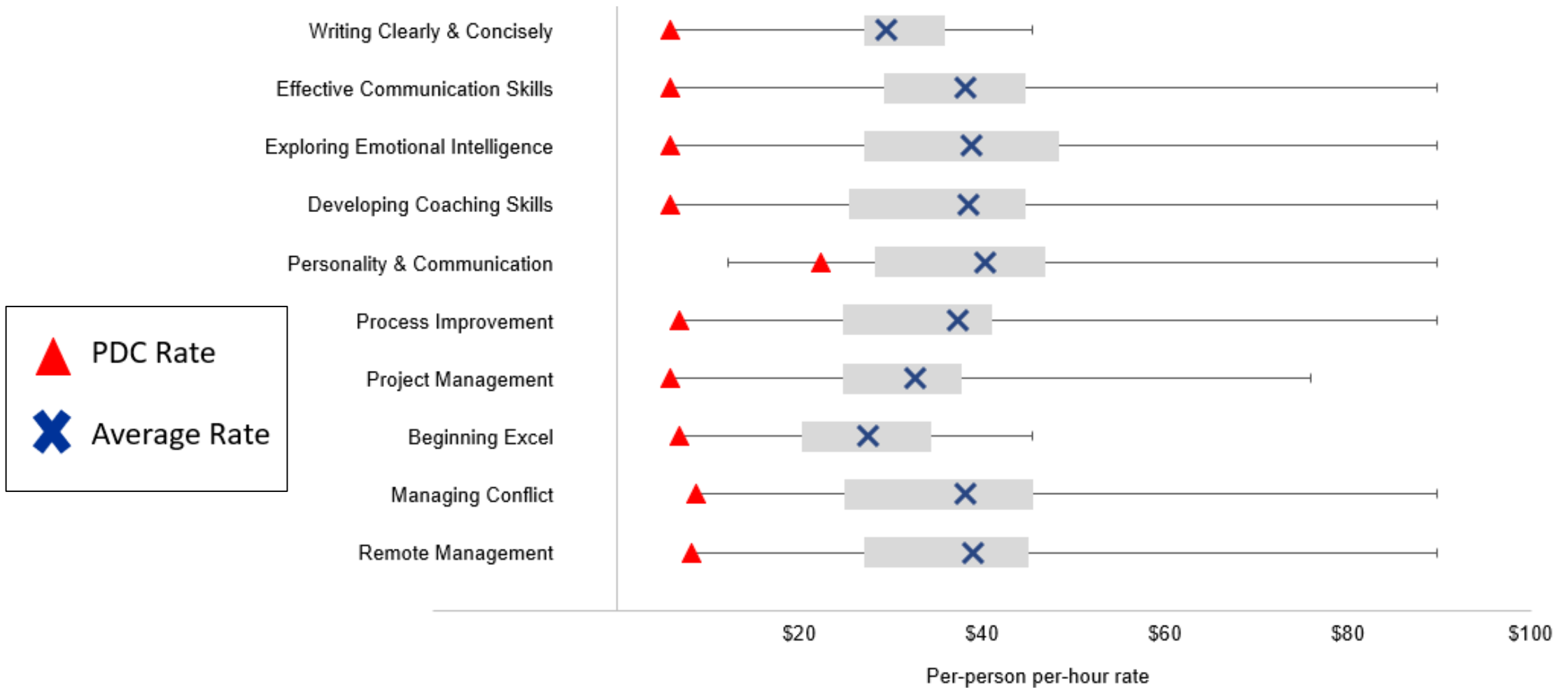
Three scenarios:

- Remote group training (20 participants)
- In-person group training (20 participants)
- Remote open-enrollment training



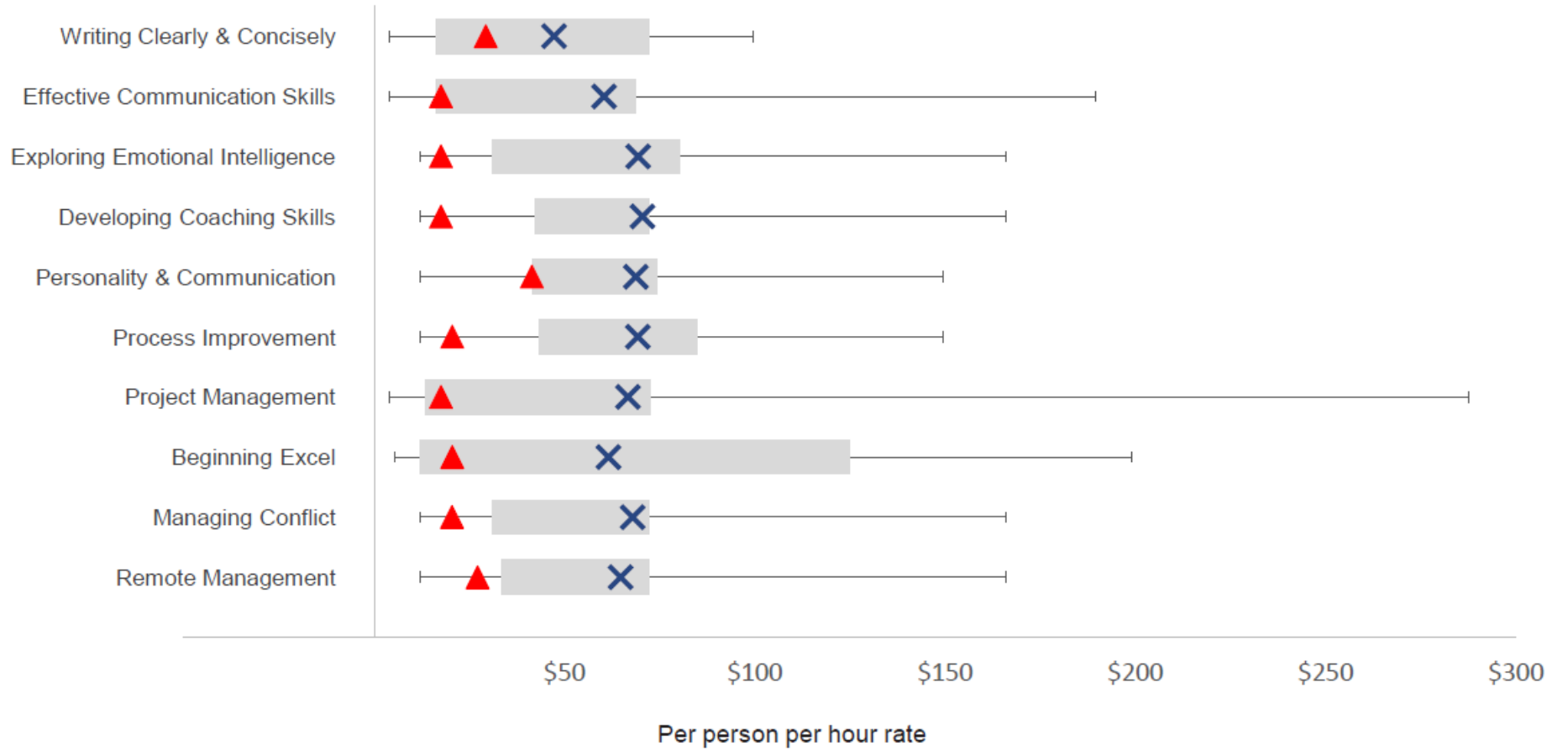
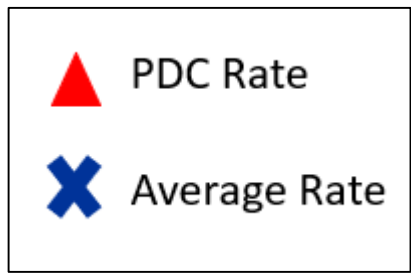
# REMOTE GROUP TRAINING (page 9)

20 PARTICIPANTS



# IN-PERSON GROUP TRAINING (Helena)

20 PARTICIPANTS



# REMOTE OPEN ENROLLMENT TRAINING (page 11)

INDIVIDUAL

# PDC Training Rated as Good Quality

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Recent PDC Course Participants

(1,081 responses, 78.5%)

4.2★  
average rating



Agency Training Coordinators

(25 responses, 86%)

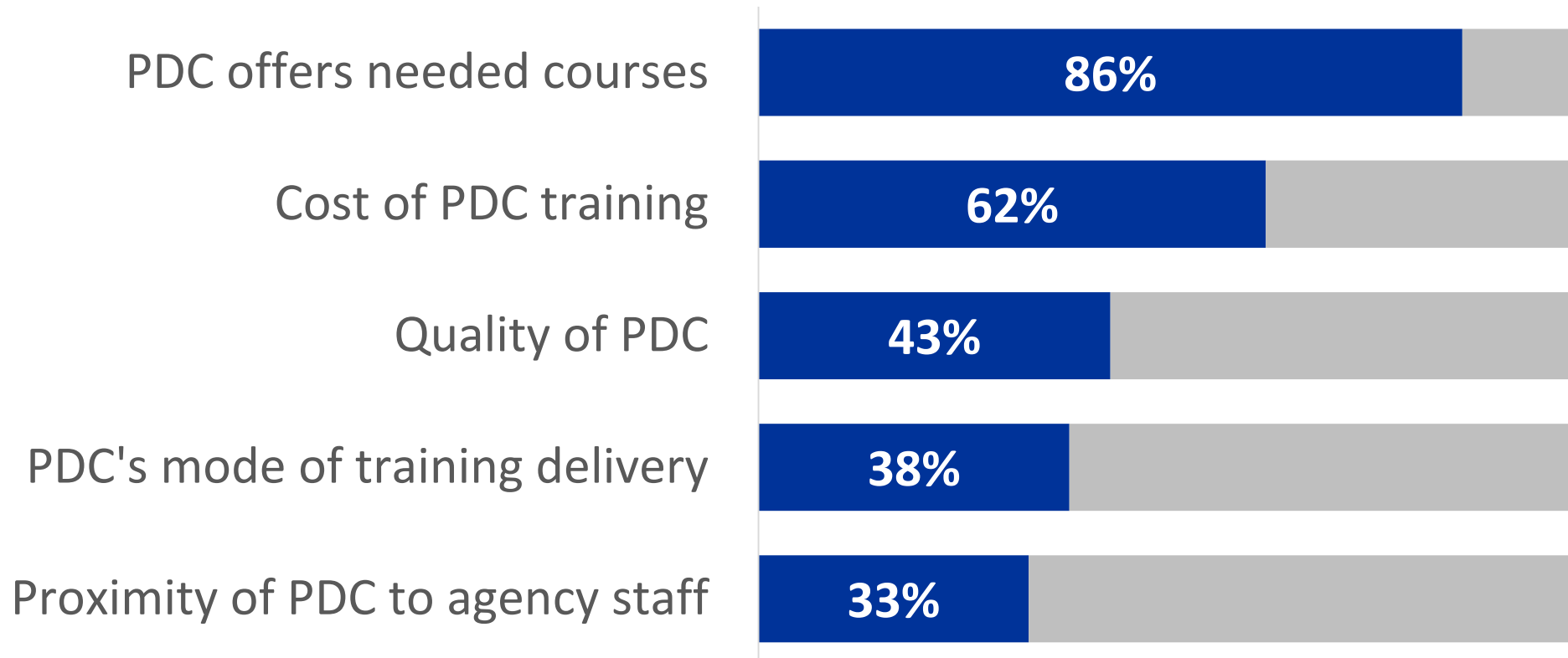
3.9★  
average rating





# Top Reasons Agencies Use the PDC

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## Conclusion (page 19)



PDC rates are considerably lower.



PDC training is viewed positively.



PDC is more cost-effective than privatizing.

## Fixed-cost funding

Training units in other states are funded through fixed costs.

- Colorado
- Idaho
- Vermont
- Washington

Use of the PDC would likely increase under fixed-cost funding.

# Fixed-cost Funding of the PDC

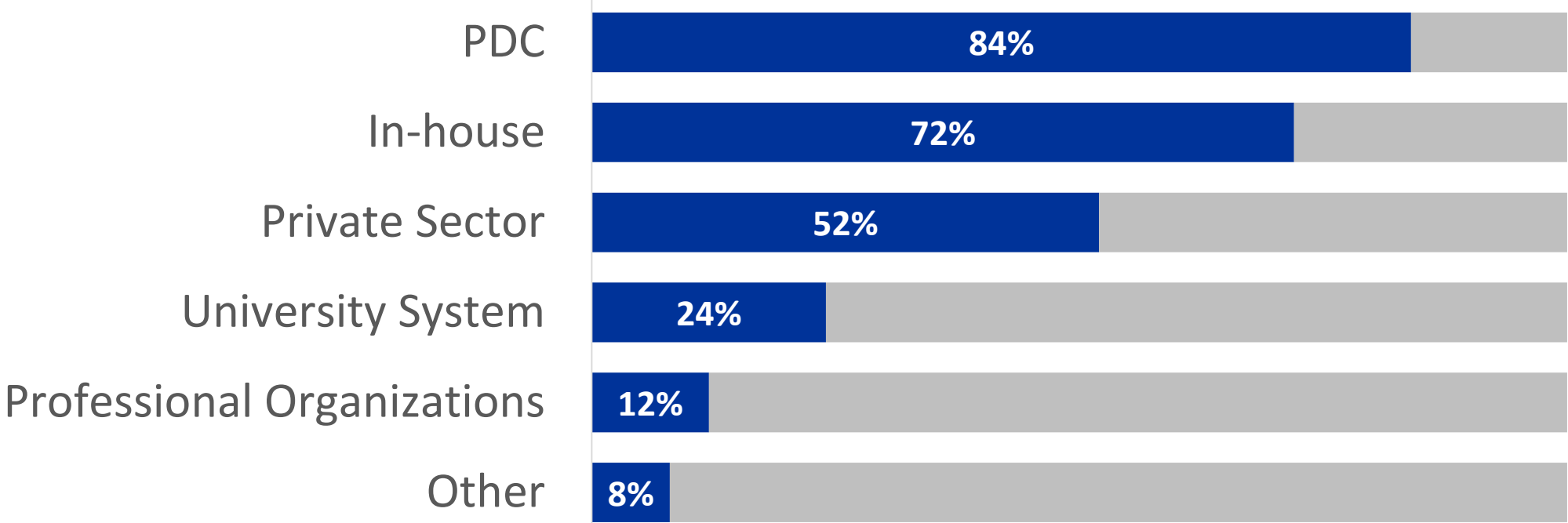
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PDC Total Expenditures FY2020	\$417,543
Number of FTE FY2020	13,615
Estimated Annual Per-FTE Fee	\$30.67

The impact to agency spending on PDC services under fixed-cost funding would vary by agency.

(Figure 14, page27)

# Sources of Non-technical Training for Agencies



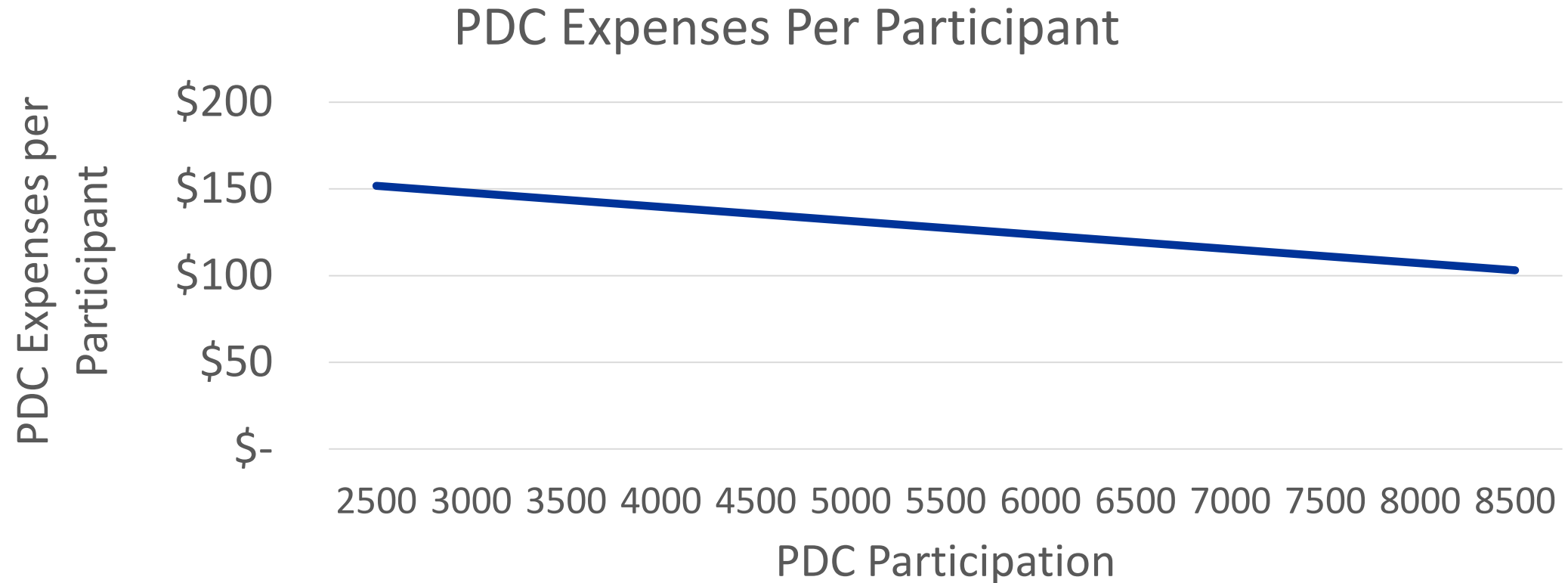
Majority of Agencies Use the PDC



Duplication  
of Training  
Efforts  
Exists

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# Cost Savings on Non-technical Training Under Fixed Cost Funding of the PDC Exist



Recommendation  
to the legislature  
(page 30)



Fund the PDC through fixed costs



Define the role of the PDC in state  
employee professional development  
and expected level of services



Monitor use of PDC and the  
reduction of duplication of training  
efforts across state government