Professional Development Center

20P-02
Performance Audit
Amber Robbins
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

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

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
IN-PERSON GROUP TRAINING (Helena)

20 PARTICIPANTS
PDC Training Rated as Good Quality

Recent PDC Course Participants
(1,081 responses, 78.5%)

Agency Training Coordinators
(25 responses, 86%)

4.2★
average rating

3.9★
average rating
Top Reasons Agencies Use the PDC

- PDC offers needed courses: 86%
- Cost of PDC training: 62%
- Quality of PDC: 43%
- PDC's mode of training delivery: 38%
- Proximity of PDC to agency staff: 33%
PDC rates are considerably lower.

PDC training is viewed positively.

PDC is more cost-effective than privatizing.
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

<table>
<thead>
<tr>
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<th>FY2020</th>
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<tbody>
<tr>
<td>PDC Total Expenditures</td>
<td>$417,543</td>
</tr>
<tr>
<td>Number of FTE</td>
<td>13,615</td>
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<tr>
<td>Estimated Annual Per-FTE Fee</td>
<td>$30.67</td>
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</tbody>
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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

- **PDC**: 84%
- **In-house**: 72%
- **Private Sector**: 52%
- **University System**: 24%
- **Professional Organizations**: 12%
- **Other**: 8%

**Majority of Agencies Use the PDC**
Duplication of Training Efforts Exists
Cost Savings on Non-technical Training Under Fixed Cost Funding of the PDC Exist

PDC Expenses Per Participant

PDC Participation
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