

MANAGEMENT TRAINING PROGRAM
SCHULICH MASTERS CERTIFICATE IN MUNICIPAL MANAGEMENT

Recommendation

The Commissioner of Legal and Administrative Services and City Solicitor, in consultation with the Human Resources Department and the Purchasing Services Department, recommends:

1. THAT Council approves the continuation of the Schulich Certificate Program of the Masters Certificate in Municipal Management, Modules 1, 2 and 3, at a cost to the City of \$105,000.00, plus expenses.

Economic Impact

The funds for the Masters Certificate in Municipal Management Program are included in the base Budget.

Communications Plan

The 2007 Program was communicated with great success having 20 staff enroll in the program. Currently, without the 2008 communication letter being distributed, there is an interest from 11 City staff that have been on a waiting list since this winter to participate in the 2008 program.

Purpose

To provide information to Council regarding the continuation of the Schulich School of Business Masters Certificate in Municipal Management Program that has been offered to the City of Vaughan management staff in 2007.

Background - Analysis and Options

The Schulich School of Business is a widely recognized and respected post secondary educational institution. Schulich worked closely with the municipal sector to develop and deliver the Masters Certificate in Municipal Management which has been delivered within various municipalities in Ontario including the Region of York.

The curriculum drives management to enhance their operational performance levels. The individuals who attend this course develop leadership and teambuilding skills beneficial to existing leaders as well as those aspiring to lead, and beneficial to the City as an organization. The program helps the City build critical management skills in the areas of interpersonal dynamics and improve operational performance, as well as creating a high level of motivation for participants to put new skills into practice.

We had 20 management staff participate in the 2007 program. If staff were attending the program at the York campus, the individual cost for attendees would be \$3,000.00 each per module. Vaughan has arranged to continue the existing arrangement with Schulich to have the program offered, one module at a time, on-site at a City-owned facility, at a reduced cost of \$1,500.00 for each module. This is not only more cost-effective, but has the added advantage of providing our own management staff from diverse areas of the organization an opportunity to team-build together through the program.

There are no other business schools of this caliber who are offering this type of program developed specifically for the municipal sector.

Relationship to Vaughan Vision 2007

This program supports several strategic objectives including encouraging the continuation of staff learning; attracting, retaining and promoting staff; building positive staff morale, enhancing productivity and cost effectiveness and communicating effectively.

Regional Implications

None

Conclusion

The City should continue to offer the Masters Certificate in Municipal Management Program to staff as part of the 2008 Learning & Development initiatives.

Attachments

None

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Respectfully submitted,

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Commissioner of Legal and Administrative Services and
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