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| Course Title & Number: | Millennials and the State Government Workforce |
| Delivery Method: | Web Based Training (WBT) - Self Paced |
| Contact Hours: | 2 Hours |
| Registration: | \$40 discounted rate; \$70 standard rate Log on to the Procurement U LMS to register, access the course and materials. |
| Course Contact: | Please contact procurementu@naspo.org for troubleshooting or any questions pertaining to the course. The NASPO staff will respond to you promptly. |

Course Description:

This course is designed to help current public procurement leaders better understand the Millennial generation and to provide procurement officials with strategies for recruiting and retaining Millennials in the procurement office.

Suggested audience: CPOs and director level executive managers, assistant directors, program managers, supervisors, and training coordinators.

Goal(s):

To provide procurement officials with strategies for recruiting and retaining Millennials in the procurement office.

Learning Objectives:

Upon completion of this course participants will be able to:

- Identify the general characteristics of Millennials in state procurement.
- Recognize challenges related to staff recruitment and retention.
- Evaluate and recommend strategies for recruiting, motivating, and retaining the Millennial generation.

Assessment of Learning:

The participant's learning will be assessed through the completion of a post-test at the end of the course and the completion of a Strategy Assessment Plan. Participants must receive a score of 60% or higher to complete the post-test. The Strategy Assessment Plan is intended to allow the learner to reflect on what they have learned and identify steps for implementing strategies within their own office. The plan will not be graded but must be completed and submitted to procurementu@naspo.org. Completion of both assessments is required for the course to be considered complete and eligible for continuing education contact hours.

Universal Public Procurement Certification Council (UPPCC):

Certified Public Procurement Buyer (CPPB) Body of Knowledge _ Domain I Procurement Administration, Domain VI Strategic Procurement Planning
 Certified Public Procurement Officer (CPPO) Body of Knowledge _ Domain I Procurement Administration, Domain VI Strategic Procurement Planning

Course Materials:

Syllabus and course materials are located in the [Millennials and the State Government Workforce Community](#) discussion thread.

References:

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<http://blogs.wsj.com/economics/2016/05/02/student-debt-is-about-to-set-another-record-but-the-picture-isnt-all-bad/>

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National Association of State Chief Information Officers (NASCIO). (2016). The 2016 state CIO survey: The adaptable state CIO. Retrieved from http://www.nascio.org/Portals/0/Publications/Documents/2016/NASCIO_2016_State_CIO_Survey.pdf

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Course Information:

- Internet Connection
- Access to [Procurement U LMS](#)
 - Visit the [Millennials and the State Government Workforce Community](#) to engage in discussion with other participants.
 - To learn how to change your email setting, please click [HERE](#).

Course Structure:

This is a web-based training (WBT) that is self-paced and not facilitated by an instructor. Participants determine when, where and at what speed they complete the training. In order to enhance engagement and learning, narration is provided throughout the course. Additionally, there are interactive elements, audio recordings and exercises incorporated into the course that require the user to apply their own knowledge and experiences. The course will remain open and be available for completion throughout 2017.

Course Completion:

A certificate is available at the completion of the course and is found in the [Transcript](#) menu. Click on the **Action** button next to the course record and choose the **Print Certificate** option. You can export the certificate as a PDF and/or print it for your records.

Cancellation & Refund Policy:

All cancellations must be made in writing and emailed to procurementu@naspo.org. Cancellations over the telephone will not be accepted. To receive a full refund, cancellations must be received prior to the end of the class. After the course has ended, no refunds will be issued. No-shows will not be refunded.

In the unlikely event that Procurement U cancels a class, the total amount of the registration fee will be refunded.

Course Development Acknowledgement

The NASPO Professional Development Committee would like to thank the Emerging Issues Committee's 2016 Workforce of the Future Workgroup for their contributions to the content of this course, as well as those individuals who participated as part of the Millennial focus group research.

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