MAPPING YOUR WAY TO SUCCESS
Crafting an Awesome GIS Training Program
ABOUT US

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- 5+ years working in GIS
- 2 years of training experience and content creation
- 10 months at TxDOT
INTRODUCTION

Training at TxDOT
How we started
Where we are now
Where we are going

Sharing our Knowledge
How to get you started
Resources to share
Making your program unique
IDENTIFYING TRAINING NEEDS
UNDERSTANDING USER TYPES

**Power Users**
Someone who possess in-depth technical skills, spatial data analysis proficiency, and the ability to manipulate GIS software and data for complex geospatial tasks.

**New Users**
Someone with a basic or occasional level of familiarity with GIS.

**Casual Users**
An individual who is just starting to explore and learn about GIS.
ASSESSING SKILL LEVELS

01 Tools and Techniques for Assessment
- Office Hours
- Lunch and Learns
- Training Dashboard

02 Gathering Feedback from Users
- Surveys
- One-on-one user support
- Identifying SMEs within the community
- Self-identification

03 Collaboration with IT
- License levels
- Software installs
- User roles
DEVELOPING A TRAINING PLAN
SELECTING TRAINING METHODS

- Classroom Based
- Online Courses and Webinars
- Workshops and Hands-On Sessions
SELECTING TRAINING RESOURCES

Utilizing In-House Expertise

Utilizing External Trainers
BEST PRACTICES FOR DELIVERY
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1. Effective Training Environments
2. Real World Examples
3. Hands On Exercises
4. Assessing Progress On The Fly
5. Encouraging Active Participation
SUSTAINING THE TRAINING PROGRAM
COMMON ROADBLOCKS AND SOLUTIONS

- **Budget Constraints**
  - Travel
  - In Person vs. Virtual
  - Hardware

- **Time Restrictions**
  - Training Calendar
  - Asana for Tasks

- **Staff Limitations**
  - Training Staff
  - Workloads
  - FTE

- **Resistance to Change**
  - ArcGIS Desktop vs. ArcGIS Pro
Encourage a Culture of Learning

1. Lunch and Learns
2. Office Hours
3. Newsletters
4. User Meetings
Communities and Forums

GIS Community of Practice

Knowledge Library

GIS Events & Training Calendar

Networking and Knowledge Sharing

Office Hours

Lunch and Learns

GIS Conference

PROMOTING ENGAGEMENT

GIS Events & Training Calendar
WHY GIS TRAINING IS IMPORTANT
Enhanced Organizational Efficiency
- Streamlining Processes
- Reducing Errors
- Policy and Standards Awareness

Employee Skill Development
- Empowering Employees
- Boosting Job Satisfaction and Retention

Meeting Industry Demands
- Staying Competitive
- Attracting and Retaining Top Talent

Fostering Innovation and Collaboration
- Allows for open discussion
- Encourage creativity

WHAT GIS TRAINING CAN PROVIDE
THANK YOU!

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