

Pacific Northwest Regional Meeting: Launching a Data Academy

GovEx

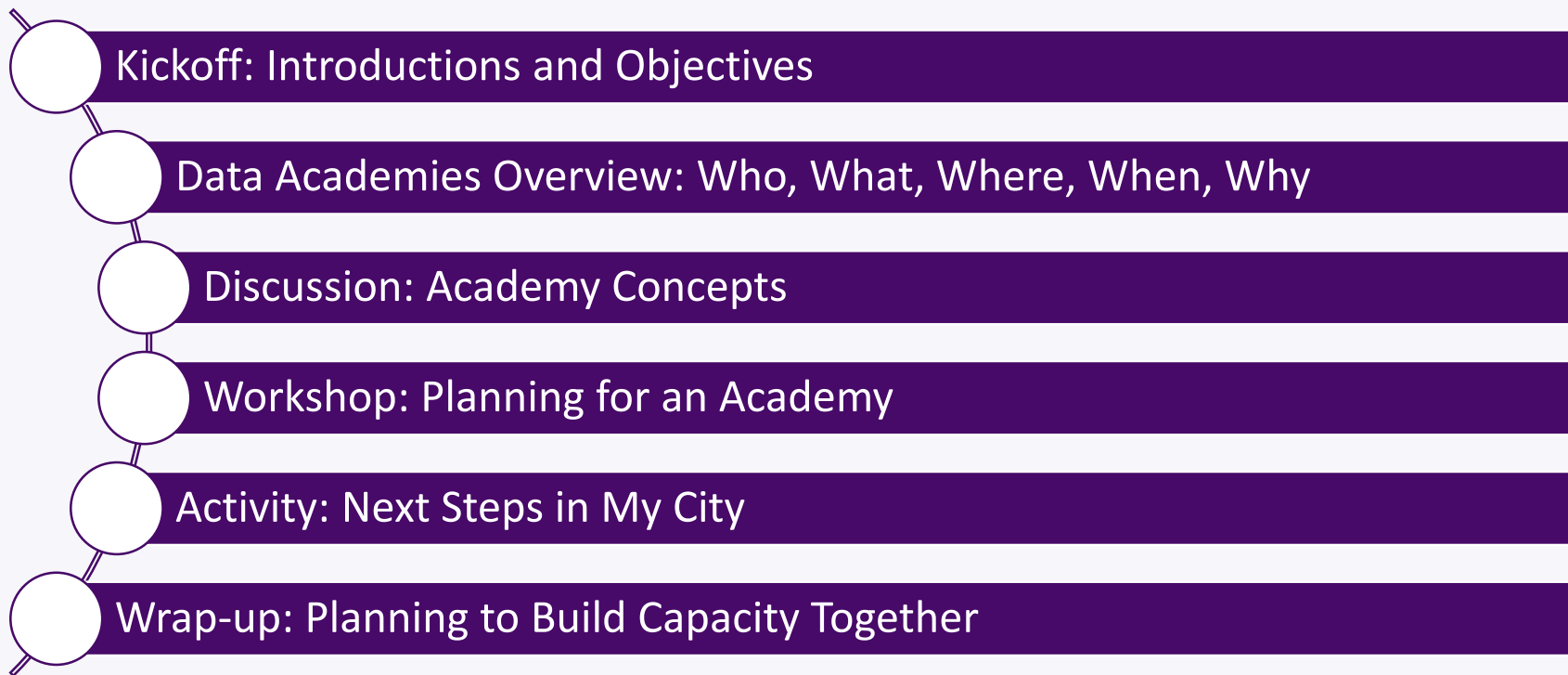
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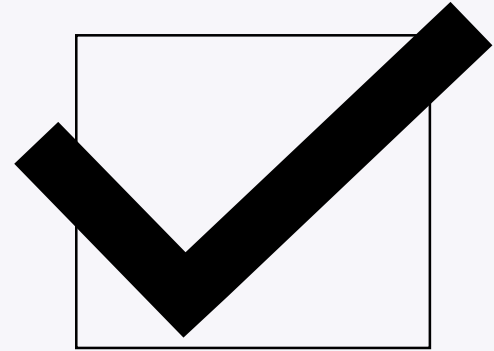
Overview of the Workshop



Objectives

Walk away from workshop with:

- An understanding of choices in structures for data academies
- Tools to plan your own training program no matter the focus area
- Next steps to work on immediately when you return
- Common areas of focus for PNW



Introductions

Say:

- Name
- City
- Why you're here

Write on a post it:

- 1 question you want me to answer
(and hand to me)
- 1 goal for yourself in the training
(and keep for yourself)



survey.gvx.io/pnw-pre

Introductory Activity

What do you have in common?

- Get in groups of 3-4...**NOT** your city.
- In 3 minutes, find 10 things that you **ALL** have in common.
- **NOT** - “We all have heads.”
- Share out your list with everyone



Overview of Data Academies:

Who, What, Where, When, Why

What is a data academy?

What is a data academy?

What is data?

What is an academy?

What is a data academy?

What is data?

Organized observations or records that can easily be aggregated into collections for analysis, statistical summaries, or other purposes

What is an academy?

A place of study in a specialized field



Data Academy

A training program for City and County of San Francisco staff. Explore, refine and enhance skills in data use, data management and process improvement.



The Data Academy is produced in partnership with the [Office of the Controller](#).

Course Catalog

Topics

All courses

 Analysis

 Data Management

 Data Visualization

 Excel

Health Impact Assessment as a Strategy for Incorporating Health and Equity into Decision-Making

Because much of what influences health happens outside of the doctor's office, local health departments analyze a multitude of decisions that have the greatest potential to improve or harm health. The San Francisco Department of Public Health plays a central role in factoring health into many local policies, plans, and



KCMO DATA
CITY OF KANSAS CITY, MO.



KCMO

City Hall, 414 E. 12th St.
Kansas City, MO 64106
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[Data. Data. Data. Introducing Kansas City's Data Academy](#)



Chartland

By: Javon Davis, Cookingham-Noll Fellow

As I'm sure you can tell, we love our data here in KCMO. The more employees we have using data, the more we can accomplish as a City. This summer, staff from the City Manager's Office and partners from [Code for America](#) created the Data Academy, a series of courses designed to introduce city employees to data analysis techniques as well as to other city employees doing data analysis.



Know where to go when you hear 'snow'

When wintry weather hits, Public Works constantly updates the [kcmo.gov/snow](#) page with preparation plans and weather details. On the snow page, you can also get preparedness tips, learn about the snow removal process, find emergency snow routes and check out answers to frequently asked questions.



Home

Commerce Data Academy

Data

Open Data

This page is an archive of content and course materials from the Commerce Data Academy, which was organized by the Commerce Data Service under the Economics and Statistics Administration. With the closure of the Commerce Data Service, the Academy does not have any planned future courses at this time. However, most of the course materials and recordings are available for viewing below.

The goal of the Commerce Data Academy (CDA) is to help educate and empower employees within the Department of Commerce to make data-driven decisions. We offer a variety of courses in state-of-the-art User Experience (UX)/User Interface (UI) Design, Software Engineering, and Data Science taught by expert instructors. We also have a leadership series that we recently started, which offers classes to upper- and senior-level management on data science and other related topics. Our in-residence program provides the most talented DOC employees with an opportunity to do a residency and work alongside the Commerce Data Service's (CDS) professional developers and data scientists.



OWNER

Economics and Statistics Administration

Mayor's Office

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PEAK ACADEMY



DENVER
PEAK
ACADEMY

Mission Statement

Peak Academy trains and coaches employees at all levels to improve the way government works. Through innovation, employees do more with less and enhance the Denver city experience.

Vision



Become a Data Scientist

Launch your career as a data scientist through our cutting edge curriculum, real-world projects, and personalized career support

[Apply to Bootcamp](#)

Possibilities can be overwhelming...

BUT

you don't need to be
overwhelmed

Start small and plan in stages

What do you want the people who attend your academy to be able to DO differently?

Start small and plan in stages

What do you want the people who attend your academy to be able to DO differently?

For example:

- Line staff collect data more accurately
- Data stewards clean data more efficiently
- Analysts can build dashboards in PowerBI
- Managers use PowerBI dashboards metrics in decisions
- Executives understand metrics for big-picture planning

Data Academies: Overview

What do you want the people who attend your academy to be able to **DO differently?**

- Why
- What
- Who
- Where
- When

Data Academies: Why

Start with why

Data Academies: Why

Start with why

“We knew we couldn’t achieve our goals as a city without better leveraging data to improve and inform, and **we believed staff don’t have to be data scientists or coders to do analytics** that add value to the organization.”

– Kyle Patterson, 2017



Data Academies: Why

Start with why - Be explicit and write it down

- **DataSF** – “Explore, refine and enhance skills in data use, data management and process improvement.”
- **Peak Academy** – “Through innovation, employees do more with less and enhance the Denver city experience.”
- **KCMO** – “Introduce city employees to data analysis techniques as well as to other city employees doing data analysis.”

Data Academies: What

Think about what specific training topic will help you solve problems and get to the why

Mayor's Office

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Continuing Education Resources

[Training Materials](#)[Forms, Tool Guides, and Resources](#)[Glossary of Peak Terms](#)[Denver Data Lab](#)[Videos](#)[Bibliography](#)[Course Catalog](#)[Course Calendar](#)[In](#)

Course Catalog

Topics

[All courses](#)[Analysis](#)[Data Management](#)[Data Visualization](#)[Excel](#)[Information Design](#)[Process Improvement](#)[Tableau](#)

Sign up to receive course announcements

You must sign up with your CCSF work email.

KCMO = Prepare, Analyze, Act

Data Academies: What

Think about what specific training topic will help you solve problems and get to the why

- **DataSF** – on-demand offerings for employees to opt into that will target each person’s specific needs
- **Peak Academy** – lean process improvement black belt curriculum for as many employees as possible at all levels
- **KCMO** – selective, repeated cohorts that focus on and build a network of foundational skills across the organization

Data Academies: Who

Consider who you want to target AND who is best positioned to deliver content

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Consider who you want to target AND who is best positioned to deliver content



Data Academies: Who

Consider who you want to target AND who is best positioned to deliver content

Analysts

Managers

Line staff

Executives

Contractors

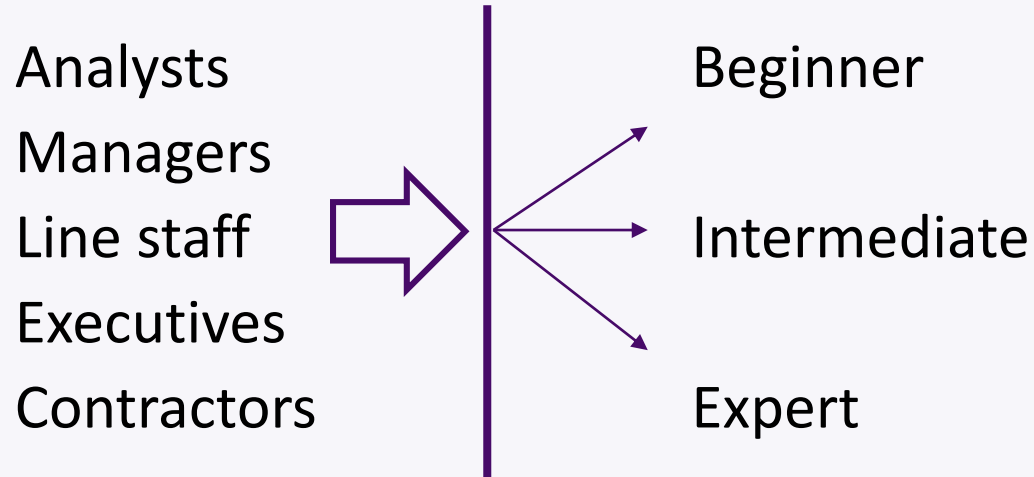
Beginner

Intermediate

Expert

Data Academies: Who

Consider who you want to target AND who is best positioned to deliver content



Data Academies: Who

Consider who you want to target AND who is best positioned to deliver content

- **DataSF** – employees opt in to content at whatever level of expertise they need
- **Peak Academy** – across all levels of the organization everyone is trained in the same techniques
- **KCMO** – smaller number of analyst-level people

Data Academies: Where

Find any place that facilitates the best learning and don't be afraid to go outside of city hall

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Find any place that facilitates the best learning and don't be afraid to go outside of city hall



Events Index

Search

Filter Events

Chat Messages

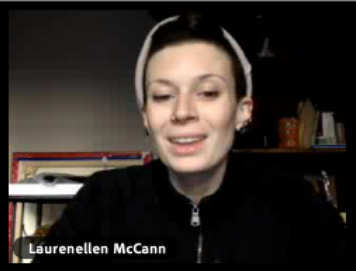
Discussion [0:00:00]

Attendees (6)

- Laurenellen McCann
- Hosts (2)**
 - Jennifer Grams
 - Laurenellen McCann
- Presenters (0)**
- Participants (4)**
 - Adam Roach
 - Holly Barham
 - Kirk McLean
 - Stephanie Deitrick

Note

Video (1)



Laurenellen McCann

Chat (Everyone)

Kirk McLean: Go Eagles

Adam Roach: Too bad Wentz is out :(

Stephanie Deitrick: Hi. What is the number to call in?

Jennifer Grams: Call in # is 1-410-989-8312

Discussion Notes

0:00:06 / 0:55:14

Data Academies: Where

Find any place that facilitates the best learning and don't be afraid to go outside of city hall

- **DataSF** – training center and online courses
- **Peak Academy** – HR training rooms and program also contains field trip elements for projects
- **KCMO** – traditional classroom space with laptops

Data Academies: When

Pick a time and length that will encourage participation in your session – make it easy.

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Data Academies: When

Pick a time and length that will encourage participation in your session – make it easy.

- **DataSF** – multiple, frequent offerings
- **Peak Academy** – frequent offerings and supervisor approval
- **KCMO** – small number of short, regular sessions

Data Academies: Overview

What do you want the people who attend your academy to be able to **DO differently?**

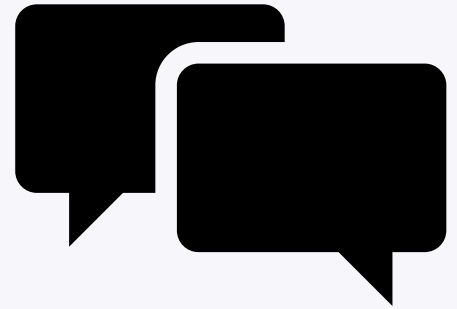
- Why – **purpose** in training
- What – content to help solve **problems**
- Who – **people** who receive AND deliver training
- Where – plan ahead and think **creatively**
- When – make it **easy** to attend

Discussion:

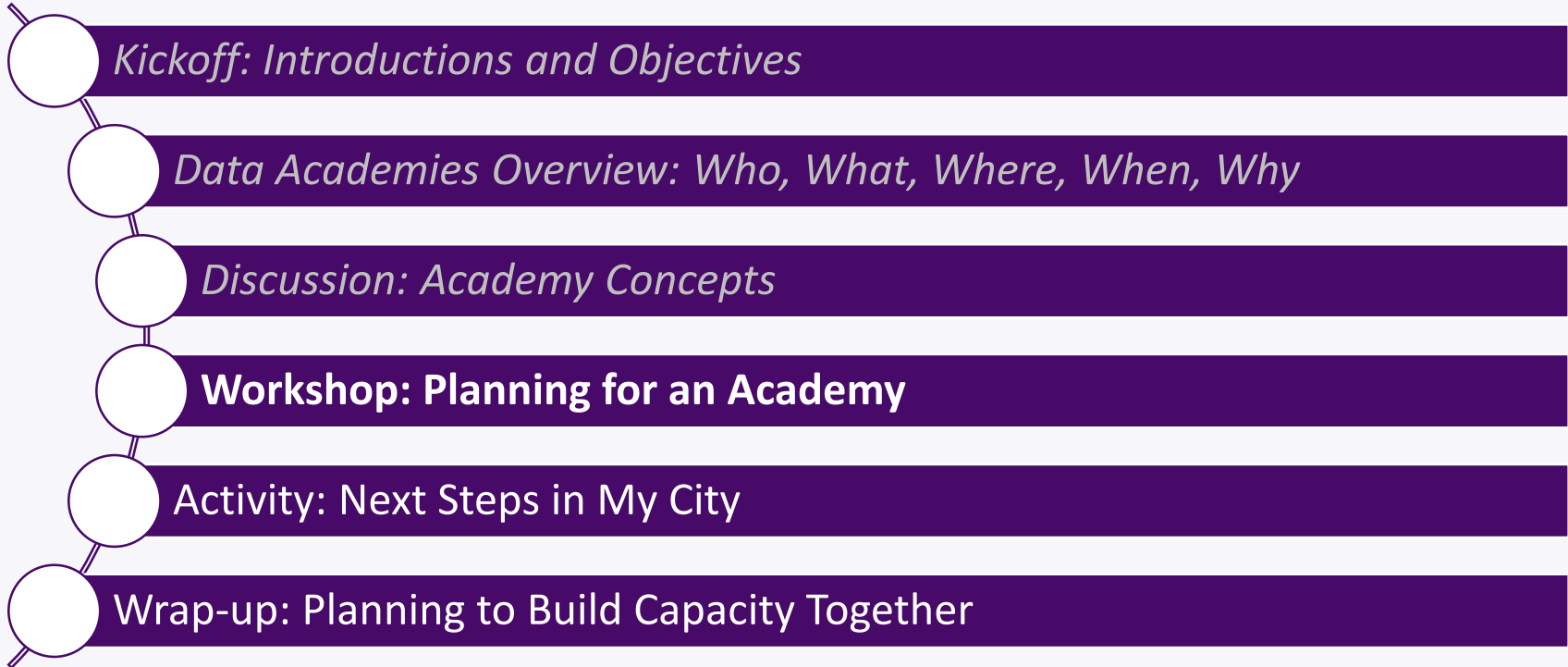
Academy Concepts

In small groups

- Take 5 minutes to do an individual brainstorm on the five elements in your city
 - Why, what, who, where, when
- Then take 15 minutes in your small groups to discuss what you wrote, any feedback or comments on the approach, and how those elements might apply to your situation.
- Be prepared to share your thoughts with the whole group



Overview of the Workshop



Workshop:

Planning for an Academy

We've covered a lot so far, but not...
the HOW.

We've covered a lot so far, but not... **the HOW.**

- How will we deliver our training?
- How can we engage students effectively?
- How will we know if we're successful?
- How will we plan to adjust in the future?

We've covered a lot so far, but not... **the HOW.**

An example from GovEx

- How will we deliver our training? – **online, 1x/week, 8 weeks**
- How can we engage students effectively? – **BYO project**
- How will we know if we're successful? – **Evals + project in use**
- How will we plan to adjust in the future? – **Reflection + design**

The example is...

The example is...**Launching Open Data**



Workshop: Planning for an Academy

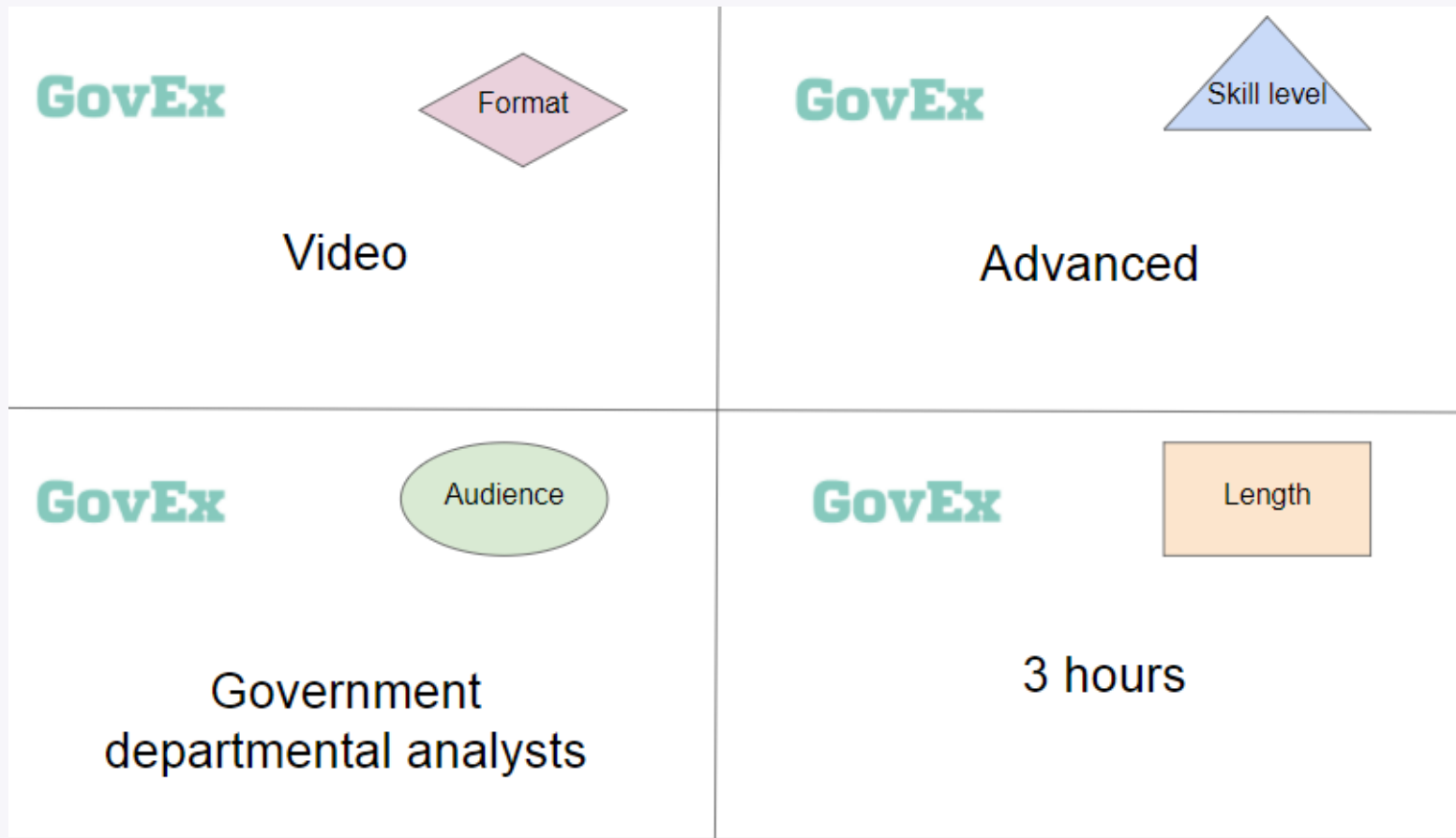


To practice answering some of the HOW questions, we're going to do an interactive exercise to get our planning and creative energies going.

Workshop: Planning for an Academy

- Divide into groups of 3-4, NOT by city.
- I have some cards that cover several elements of building an academy.
- Each group will select 4 cards that you'll use to plan a hypothetical training session.
- I will provide ALL the groups with the topic that you'll be training on (we'll all use the same topic).





Workshop: Planning for an Academy

- Everyone will get the WHAT from me – on the board.
- Each group's cards may be different and cover the elements:
 - Audience, Skill level, Format, Length
 -
- 5 minutes - Brainstorm individually for a training based on the topic for everyone and your group's cards.
- 15 minutes - Then discuss and come up with a group plan
- 10 minutes - Report your plan to the whole group
- Rinse and repeat with new cards and new topic

Workshop: Planning for an Academy

Example

- *Topic:* Dashboards
- *Audience:* Management
- *Skill level:* Intermediate
- *Format:* Role play
- *Length:* 1 hour



Workshop: Planning for an Academy

Example together

- *Topic:* Dashboards
- *Audience:* Analysts
- *Skill level:* Beginner
- *Format:* Interactive workshop
- *Length:* 3 hours



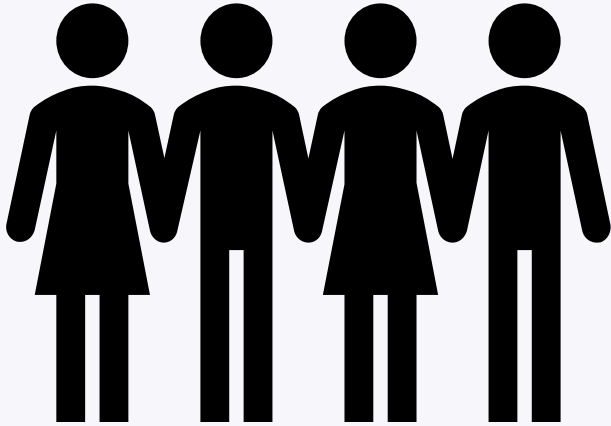
Workshop: Planning for an Academy

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Activity:

Next Steps in My City

Activity: Next Steps in My City



- Plan an academy, or at least one training session, for your city
- Use the worksheet provided or plan on your own
- Especially think about the WHY, the WHAT, and the WHO

Activity: Next Steps in My City

Keep in mind some tips...

- Define your audience clearly
- Pick your topic carefully
- Pay attention to the little things



Wrap-up:

Planning to Build Capacity Together

What's possible in the PNW?

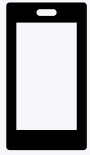
What are key community challenges that are ripe for training?

What can you do to start building impactful training...

- Tomorrow?
- In one month?
- In 6 months?

How will you connect training and learning to each other?

Final Steps



survey.gvx.io/pnw-post



Office Hours – Wednesday 2pm ET



Tools, surveys, support – email Eric

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GovEx

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