

ANR Cooperative Extension Risk Assessment Risk Categories

Staff – Training

General Description: Risk associated with inadequate staff training falls into two general areas: (1) support staff (field staff, paraprofessionals) are put at risk (or put others at risk) because they are inadequately trained; (2) UCCE academic staff, especially CDs, are not trained adequately to deal with the multifaceted aspects of their jobs.

Specific Examples:

A. Training of Support Staff

1. Farm Advisors not giving proper training to their temporary help and sending them off to the field.
2. Hiring paraprofessionals, interns, etc., with little regard to what training they have received before operating equipment.
3. UC has no formal safety training for employees and volunteers and is a high risk for on-the-job injuries.
4. Risk of field assistants suing because of injury felt to be due to inadequate safety training.
5. Academics at the county level do not take responsibility for employees seriously, do no orientation, do not notify personnel when employee terminates, etc.

B. Training of UCCE Academic Staff

1. Inadequate compensation and training of middle management (CD's).
2. UC at risk for credibility in press reporting -- need for media/press training for all new UC employees.
3. Use of boats in research/education -- training/support needed for UCCE academics.
4. Training needed on what constitutes violence (there are subtleties) in the workplace and how to deal with it (see also Risk: Safety in the Workplace).
5. Possible misuses/misappropriation of financial resources due to lack of training regarding fiduciary responsibilities.
6. CDs are not trained HR people and are given little or no training, setting them up for failure or high risk of lawsuits.
7. CDs are forced into making decisions when criteria are vague and no training is provided.

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8. Academic personnel problems exist due to the lack of an ANR academic orientation program.