CITY OF HARRISONBURG

November 24, 2026 City Council Meeting

Title

Presentation on the City of Harrisonburg's Comprehensive Learning & Development Programming – Information Only
Jennifer Nelson, M.Ed., MPA, Learning & Development Specialist
Angela K. Clem, SHRM-SCP, Director of Human Resources

Summary

Ms. Nelson will be presenting information on the development of the City's comprehensive Learning & Development programming. She will outline Human Resources' three-part strategy, which includes the development of current City leadership/supervisors, emerging City leaders, and essential trainings for all City employees.

Recommendation

Option 1. This item is for information only at this time.

Fiscal Impact

The costs for learning and development programming are included within the current Human Resources budget. Many of the classes are taught by internal instructors, with only a couple of outside consultants being utilized. There are no budgetary requests at this time.

Context & Analysis

In November 2024, the City hired its first Learning & Development Specialist to place an emphasis on comprehensive learning and development strategies to a growing and diverse workforce. Jennifer Nelson was hired and has developed numerous departmental trainings, has developed the supervisor training program, *Elevate: Skills for Effective Supervision*, and has rolled out a new citywide Learning Management System (LMS).

Options

1. N/A

Attachments

1. Power Point Presentation/Slide Deck
2. Handout: *Elevate: Skills for Effective Supervision* Overview