



*Council of the*  
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*on INTEGRITY and EFFICIENCY*

## Building the CIGIE Training Institute



“The Future of Accountability”  
FAEC Annual Conference  
September 8, 2011



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“...increase the **professionalism** and effectiveness of personnel by developing policies, standards, and approaches to aid in the establishment of a well-trained and highly skilled workforce in the offices of the Inspectors General.”



The Inspector General Reform Act of 2008



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## Training Institute's Mission

CIGIE's Gateway to Responsive, High-Quality,  
Cost Effective, State-of-the-Art, IG Specific  
Training and Professional Development



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## Training Institute Briefing Points

- ❖ References, Reports, and Reviews
- ❖ Structure, Expectations, and Staffing
- ❖ Vision
- ❖ Services
- ❖ Strategies

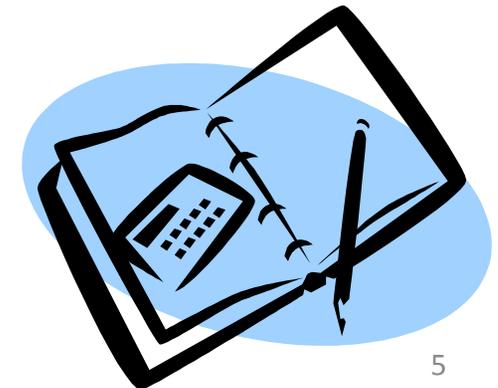




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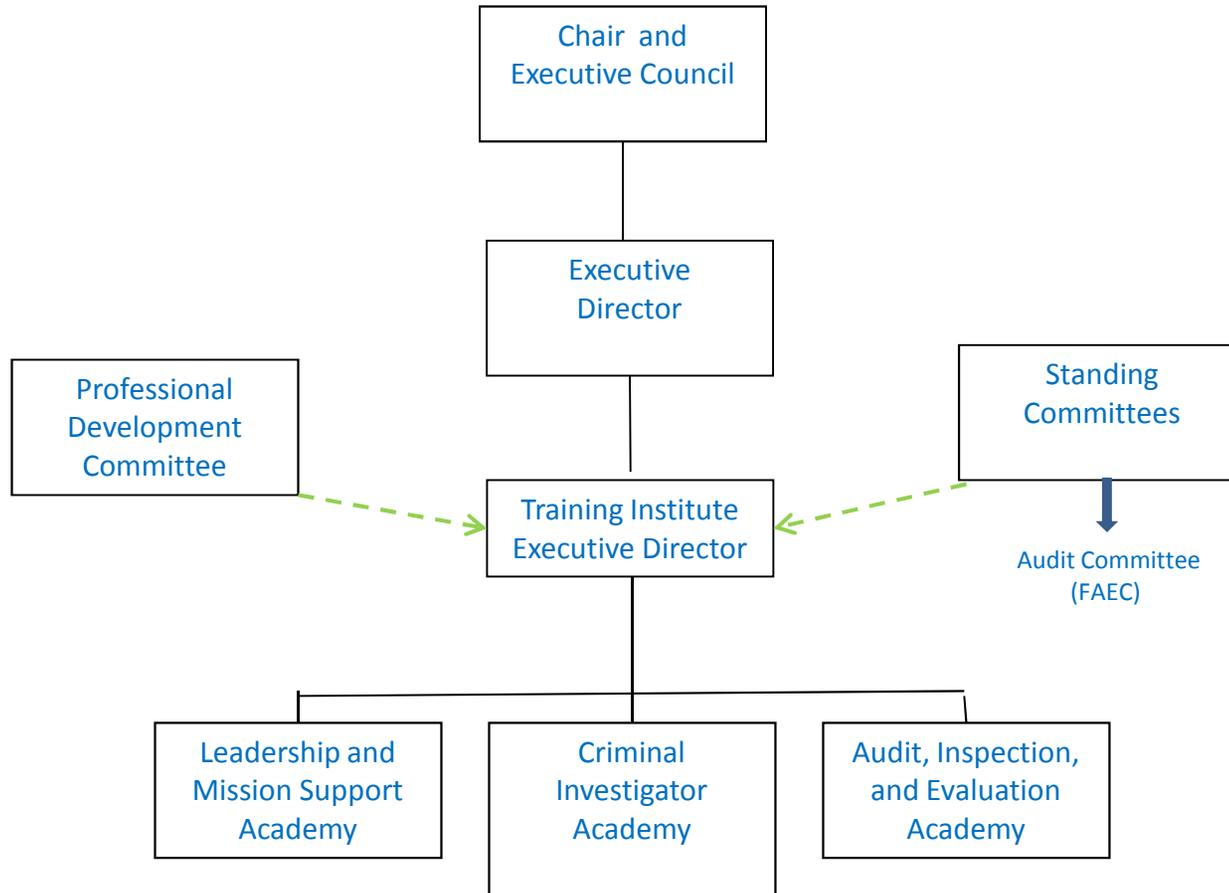
## References, Reports, and Reviews

- **HR Committee IGATI curriculum review – 2005**
- **GAO guide on Assessing Training and Development Efforts in the Federal Government – 2005**
- **TVA review of IGCI A resource requirements – 2010**
- **I&E Committee’s survey results on the Growth and Development of the I&E Community – 2010**
- **IGCIA training validation survey reports – 2010**
- **CIGIE Business Plans**
- **CIGIE Charter 2011**
- **Other**





## Structure



1. The Training Institute Executive Director will report to the CIGIE Executive Director and receive input from the PDC.
2. The individual standing committees will advise and coordinate with the PDC and Training Institute on job task analyses, career development models, needs assessments, training requests, curriculum reviews, content development and other training related matters.



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## Expectations



The Executive Director, on behalf of the CIGIE Executive Council, will retain approval on:

- the Training Institute's annual budget submission to the full body,
- ensuring the Training Institute is operating within the budgetary framework approved by the full body,
- permanent staffing level for the Training Institute, and
- major procurements related to business operations of the Training Institute.



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## Expectations

The standing CIGIE committees and practitioners (FAEC) will advise, assist, and provide input toward:

- job task analyses
- career development models
- needs assessments and training requests
- curriculum reviews, content development, and
- other training related matters.



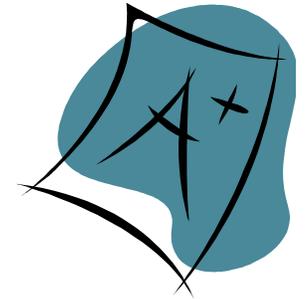
CIGIE members will provide technical expertise and instructional support so as to mitigate the need for the Training Institute to hire permanent staff instructors.



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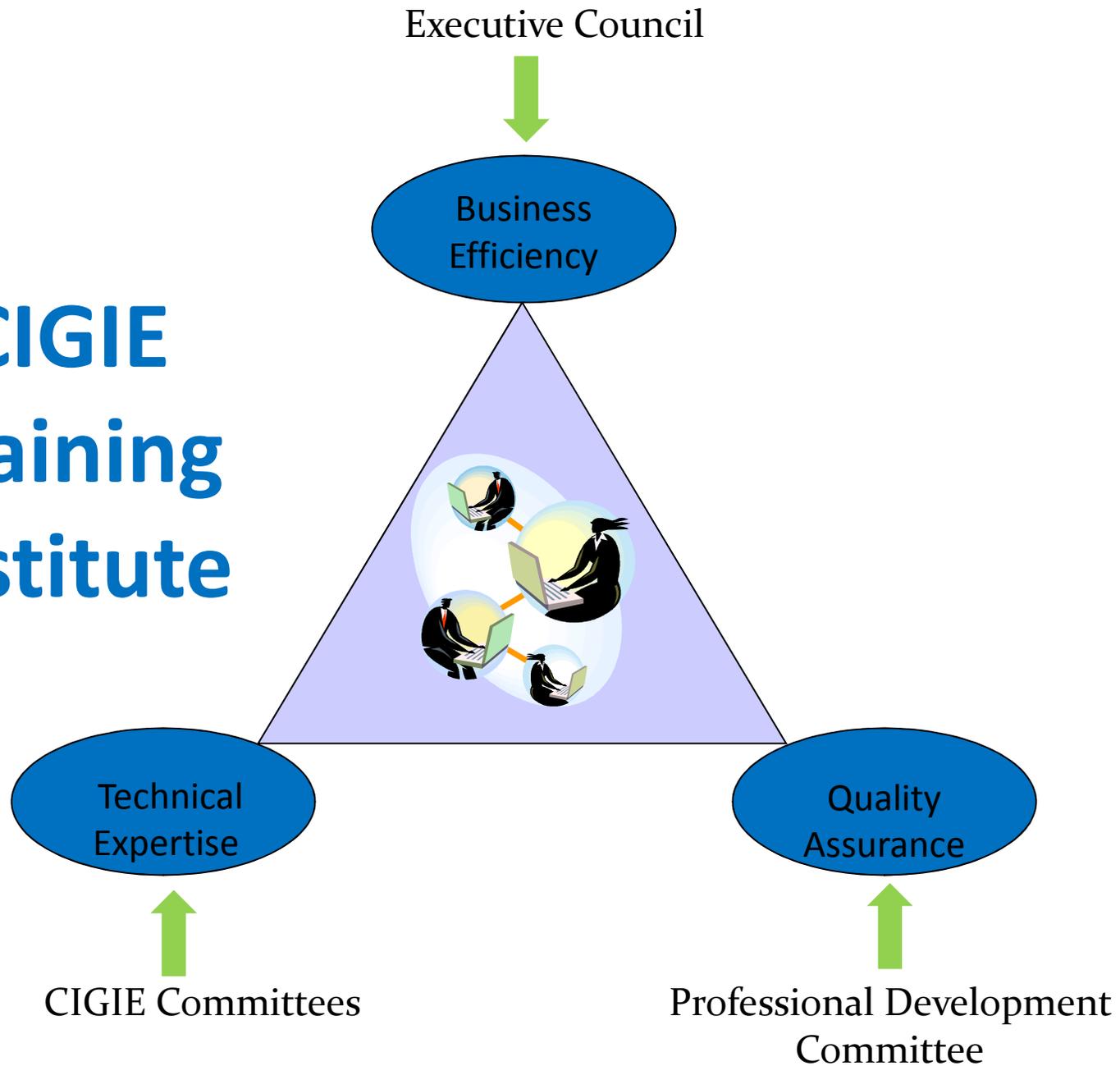
## Expectations

The Professional Development Committee, on behalf of the CIGIE community, will:



- ensure periodic evaluations of the Training Institute's products and services are conducted,
- review the Training Institute's annual training plan,
- develop annual performance metrics for the Training Institute,
- approve formal partnerships with outside entities, such as academia,
- resolve conflicts among training demands,
- make recommendations on operations and oversight of the Training Institute, and
- coordinate with the standing CIGIE Committees, Roundtables and Training Institute staff on job task analyses, career development models, needs assessments, training requests, curriculum reviews, content development, and other training-related matters.

# CIGIE Training Institute





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## Staffing

- Executive Director for the Training Institute (\*)
  - Registrar (\*)
  - Budget Officer (\*)
  - Administrative Support Specialist (FY12)
  - Information Technology Specialist (FY12)
  - Instructional Design Specialist (FY13)
  - Academy Accreditation Manager (FY14)
- Academy Directors
  - Audit, Inspection, and Evaluation Academy (\*)
  - Leadership and Mission Support Academy (\*)
  - IG Criminal Investigator Academy (\*)
- Rotational Course Managers

\*on board



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## Vision



The Training Institute will focus on:

- Developing and facilitating high quality, accessible, cost-effective training across the IG workforce.
- Working together collaboratively with centralized functions, and shared instructional resources.
- Leveraging resources and technology to increase services and community resources.
- Promoting collaboration among IG professions and working to increase the professionalism of the IG workforce in order to enhance each IG's effectiveness in accomplishing its mission.



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## Training Institute Services

### 1. Provide or facilitate high-quality, IG-specific training by:

- collaborating and partnering with the standing CIGIE committees and other subject matter experts,
- utilizing the finest faculty available with an appropriate mix of IG practitioners, academicians and other subject matter experts, internal and external to government,
- employing best practices in our operations through partnerships with academia, appropriate accrediting bodies, other government training entities and the private sector, and
- utilizing technology to expand training resources.





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## Training Institute Services

2. Facilitate the development of workforce competency models in order to link training to IG mission success.
3. Promote a community-wide commitment for continuous professional development and professional identity.
4. Provide increase awareness of and accessibility to training opportunities, both internal and external to the Training Institute.
5. Support and facilitate Training Institute initiatives through interagency collaboration and teamwork among IG professions by utilizing a technology toolbox (e.g. online bulleting boards, discussion forums, wiki/blog, social networking, etc.).



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## Training Institute Strategies

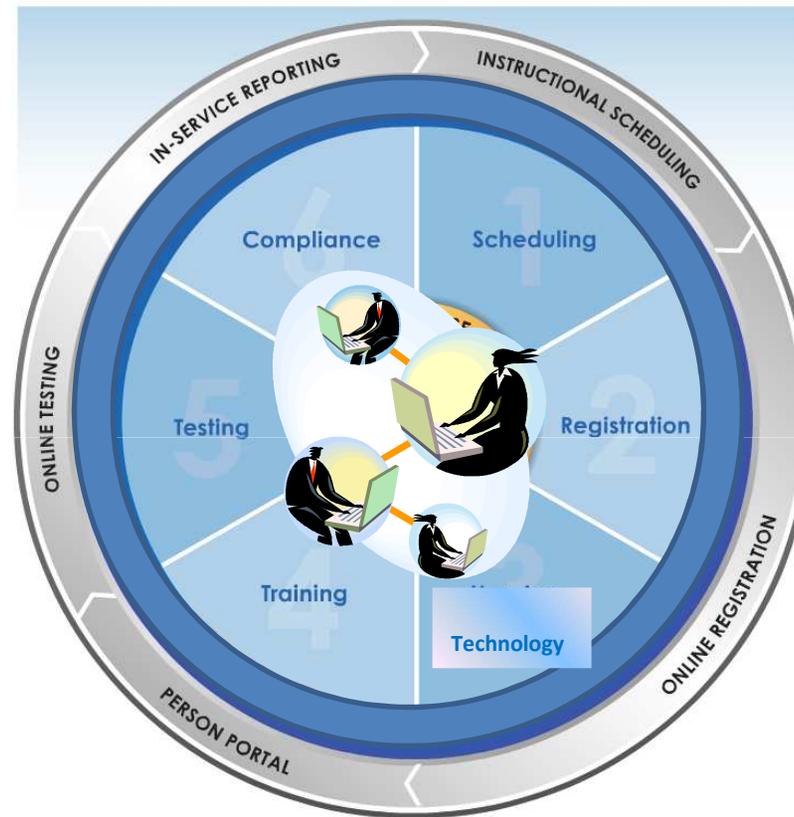
Deliver high quality, cost-effective, IG-specific training and professional development that links to workforce competencies by:

- building a comprehensive annual needs assessment process,
- implementing an instructional systems design process,
- constructing an effective multi-level training evaluation process,
- establishing an instructor development program,
- procuring a consolidated learning management system,
- developing strategic partnerships with academia, government, and commercial training partners, and
- creating a CIGIE learning portal and professional development toolbox.



# CIGIE Learning Portal

Electronically  
Searchable  
Clearinghouse  
to External  
Training



Scheduling  
Registration  
Evaluation  
Tracking (CPEs)

Consolidated  
List of Shared  
Interagency  
Training

Professional  
Development  
Toolbox

E-Learning  
Blended Learning  
Blog/Wiki



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## CIGIE Organization

Executive Chair

Jeffrey Zients  
Deputy Director for Management, OMB

Chair

Phyllis Fong  
Inspector General, USDA

Vice Chair

Carl Clinefelter  
Inspector General, FCA

Executive Director

Mark Jones

For more information on CIGIE go to <http://www.ignet.gov>



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## CIGIE Committees

### Audit Committee:

Jon Rymer, Chair  
Inspector General, FDIC

John Seeba, Vice Chair  
Inspector General, FTC

### Information Technology Committee:

Gordon Heddell, Chair  
Inspector General, DOD

Rebecca Anne Batts, Vice Chair  
Inspector General, PBGC

### Inspection and Evaluation Committee:

Daniel Levinson, Co-Chair  
Inspector General, HHS

Kathy Buller, Co-Chair  
Inspector General, Peace Corps

### Integrity Committee:

Kevin Perkins, FBI



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## CIGIE Committees

### Investigations Committee:

Carl Hoecker, Chair  
Inspector General, U.S. Capitol Police

Eric Thorson, Vice Chair  
Inspector General, Treasury

### Legislation Committee:

Peggy Gustafson, Chair  
Inspector General, SBA

Jack Callender, Vice Chair  
Inspector General, PRC

### Professional Development Committee:

Mary Kendall, Chair  
Acting Inspector General, Interior

Lynn McFarland, Vice Chair  
Inspector General, FEC



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## CIGIE Training Institute

Tom Caulfield  
Executive Director

202-292-2602  
[Tom.Caulfield@cigie.gov](mailto:Tom.Caulfield@cigie.gov)

Beth Hoffman León  
Director  
Audit, Inspection, and Evaluation Academy

202-292-2579  
[Beth.Leon@cigie.gov](mailto:Beth.Leon@cigie.gov)

Angela Hrdlicka  
Director  
Criminal Investigator Academy

912-267-3801  
[Angela.Hrdlicka@cigie.gov](mailto:Angela.Hrdlicka@cigie.gov)

Charles Johnson, PhD  
Program Liaison  
Leadership and Mission Support Academy

202-292-2600  
[Charles.Johnson@cigie.gov](mailto:Charles.Johnson@cigie.gov)

1717 H Street, NW, Suite 825  
Washington, D.C. 20006-3900



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## Questions?

