



COUNTY TALENT ACCELERATOR 2024





About the Program

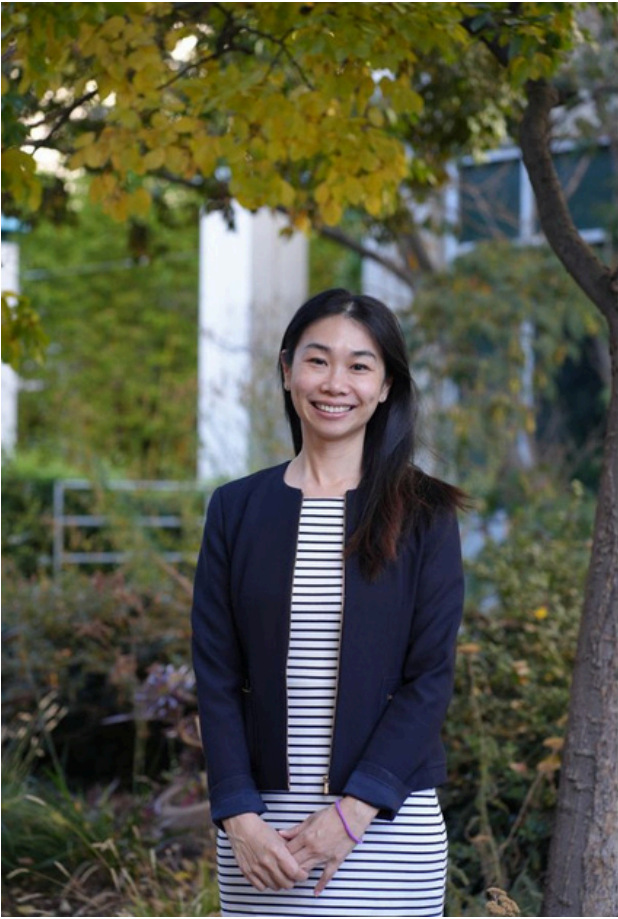
The **County Talent Accelerator** is a pilot program designed to provide development, guidance, and support to County non-management staff looking to advance their careers at the County. By enhancing the core skills needed for growth within our organization, cohort graduates will be equipped to catapult themselves professionally based on their desired career goals.

Via this pilot program, for the first time ever, **Professional Coaching** will be made available to non-management staff! Graduates will become eligible to be matched up with a coach who will offer 1:1 guidance, and will assist with applying learnings to a real world setting. This will be an exceptional opportunity to hone individual skillsets and bring personal career pathways to life.

The Talent Accelerator will be taught by internal subject matter experts from the County. The program is composed of five primary learning sessions, with additional experiential modules scheduled in between sessions. The 2024 program will be held **100% in-person in Redwood City** and will run from **September through December 2024**.

If selected, program attendance is critical. Participants may miss **no more than one session**. Participants who miss two or more sessions will be **withdrawn** from the program. No make ups will be provided, and virtual attendance options will not be made available. Please ensure your availability based on the program schedule on the following page.

As with any County-sponsored career development program, participation does not guarantee advancement or promotion.



Program Schedule

2024 Talent Accelerator session titles and schedule:

- “Demystifying Public Service”
 - **Thursday, 9/5/2024, 9am-12pm**
- “Networking Experience”
 - **Tuesday, 9/24/2024, 10am-12pm**
- “Business Communication & Interpersonal Skills”
 - **Monday, 10/7/2024, 9am-12pm**
- “Presenting with Presence & Creating Change”
 - **Thursday, 10/24/2024, 9am-12pm**
- “Presentation Module”
 - **Wednesday, 11/13/2024, 9am-12pm**
- “Preparation x Opportunity”
 - **Tuesday, 11/19/2024, 9am-12pm**
- “Take Action!”
 - **Monday, 12/16/2024, 9am-1pm**

Who Should Apply

This program is designed for all non-supervisory and non-management Entry/Trainee, Journey, Lead and Advanced Journey/Specialist staff who are interested in professional advancement and skill development. Additional priority will be given to employees in classifications that have been historically underrepresented in County development opportunities.



How to Apply

All staff who meet the criteria listed under the **Who Should Apply** section are encouraged to discuss this program with their supervisor and express interest. To express interest, you can fill out an interest form by either...

Clicking the following [link](#)

OR

Scanning the below QR code



The deadline to complete the interest form is **Monday, July 1, 2024, 5pm PST**. To be considered, you should be prepared to answer these questions:

- What interests you about the Talent Accelerator, and why do you wish to attend?
- How do you see the Talent Accelerator aligning with your development and career path?

Questions? Contact Brandon Himes at bhimes@smcgov.org.

KEY DATES

Application Open Date..... May 22, 2024

Deadline to Apply July 1, 5pm PST

Application Screening July 2-26, 2024

Notifications Week of July 29

Program Kickoff September 2024

