DATE: November 17, 2020

TO: Peter Zanoni, City Manager

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eLearning Subscription for City Employee Training

CAPTION:

Resolution authorizing a three-year service agreement with OpenSesame, Inc. of Portland, Oregon in an amount of $203,400.00 for the OpenSesame Plus eLearning subscription licenses that provide on-demand access to training for City employees such as HIPAA compliance, supervisory training, and continuing education certifications, with FY 2021 funding in an amount of $67,800.00 available from the General Fund.

SUMMARY:

This resolution authorizes a three-year service agreement to provide OpenSesame Plus eLearning subscription licenses. The annual subscription offers 3,500+ courses delivered through INFOR Certpoint, Learning Management System (LMS) and is compatible and integrated with the Enterprise Resource Planning software currently being implemented by the City.

BACKGROUND AND FINDINGS:

The City of Corpus Christi currently has an OpenSesame Plus subscription that offers online training and continuing education courses. There are up to 3,000 licenses available that were approved during the pilot program phase that began in 2015. With the success of this program over the past five years, this service has provided City employees with access to cost-effective training options which keeps the City's workforce up to date on the latest trainings available. The online course accessibility allows employees to receive the training they need quickly and easily. Courses offered to employees include HIPAA for Business Associates, Succeed as a Supervisor, An Effective Leader's Guide to Time

Management, Supporting Employees, and Effective Leadership, among others. Over 1,500 courses were completed in FY 2020 and there are hundreds of available course options for continuing education credits which are required in maintaining professional and industry certifications. Since 2015, over 5,000 courses have been completed by City employees.

Additionally, an LMS platform will be available in the next 12 months in INFOR which is compatible for OpenSesame integration. The Human Resources Department will begin offering city-wide on-demand access as part of the department's goal to provide new employee orientation online and access to online trainings.

This is a sole source purchase as the program software is unique to OpenSesame, Inc and is the only company authorized to provide the software. For the past four years the City has paid an amount of $67,800.00 and the pricing was extended for this three-year service agreement.

ALTERNATIVES:

Discontinuing this program would result in an interruption of current employee enrollment of training programs and courses to maintain professional certification requirements. If we were to discontinue an online training program for employees, this would impact City department's business performance, team morale, financial turnover and the City's ability to attract and retain high quality employees. Investment in employee training opportunities is critical in maintaining a qualified and skilled workforce and supports an employer's responsibility to create safe work environments.

FISCAL IMPACT:

The fiscal impact in FY 2021 is an amount of $67,800.00 for year one of this three-year service agreement. The remaining cost of $135,600.00 will be budgeted in future years through the annual budget process.

FUNDING DETAIL:

Fund:	1020	General Fund
Organization/Activity:	11415	Training
Mission Element:	214	Organizational Development & Training Pgms
Project # **(CIP Only):**		
Account:	530000	Professional Services

RECOMMENDATION:

Staff recommends approval of this motion authorizing a three-year service agreement with OpenSesame, Inc.

LIST OF SUPPORTING DOCUMENTS:

Resolution
Price Sheet
Master Content Subscription Agreement
Sales Order