

National Image, Inc.

SPECIAL ANNOUNCEMENT TO FEDERAL AGENCY HEADS and TRAINING DIRECTORS

June 26, 2016

Subject: Regarding the 2016 National Image, Inc. National Training Program and the OPM Memorandum to Chief Human Capital Officers concerning discontinuation of previous practice of recognizing training.

On May 01, 2015, OPM issued guidance to agencies on Determining if a Conference is a Training Activity

The National Image, Inc. hosts an outstanding three-day annual National Training Program focused on leadership, professional development centered on OPM's Core Competencies, and Equal Employment and Human Resources. Attendees have the opportunity to participate in developmental programs on a variety of topics, while networking with other federal and government professionals. Additionally, cultural awareness events are presented by local Hispanics professionals. As part of this program, National Image, Inc. offers special training sessions for military veterans and leadership training for college students, as well as a Career Fair with numerous federal agencies represented. National Image, Inc. has been, and will always be, an economical and cost-efficient venues for core mission training to public servants at the Federal, State, and local government level,

National Image, Inc. is attended by public servants across the federal, state, and local government levels, to attain high quality, cost-effective, advanced training and networking opportunity to enhances employee development and maximize agencies human capital and core mission requirements.

The 44th National Image, Inc. Annual National Training Program "Hispanics' Empowerment: Lead, Inspire and Achieve" will be held at the tribally owned Isleta Hotel, Albuquerque, New Mexico, September 12-15, 2016. For additional information and the draft agenda, visit <http://www.national-image.org/>.

The Office of Personnel Management, has National Image, Inc. is provided the following information to Agency Heads, Training Directors and others to assist them in the training approval process in light of the U.S. Office of Personnel Management (OPM) discontinuing its practice of issuing memoranda regarding whether conferences qualify as a training activity in accordance with 5 CFR 410.404. See the memorandum at: <https://www.chcoc.gov/content/opms-discontinuation-issuing-memoranda-regarding-whether-conferences-qualify-training>

For numerous years OPM issued memorandum to federal agency heads and Chief Human Capital Officers stating, "National Image, Inc.'s NTP qualified as a training activity in accordance with 5 U.S.C. chapter 41 and 5 CFR 410.404."

National Image Inc. is pleased to announce that once again our National Training Program (NTP), is an excellent training source, and specifically meets the 5 U.S.C. chapter 41 and 5 CFR 410.404 required criteria.

According to OPM, Agencies may sponsor an employee's attendance at an event as a developmental assignment under section 4110 of title 5, United States Code, when:

- (a) The announced purpose of the conference is educational or instructional;
 - o **National Image, Inc. meets these criteria –**

- This event is a National Training Program that provides vital information to the government workforce on issues and topics affecting Hispanics. It addresses federal recruitment and retention of Hispanics. In addition, the Professional Development track offers career advancement training for everyone, taught by instructors from the Office of Equal Employment Opportunity, the Office of Personnel Management and ranking individuals from a number of federal agencies who are experts in their fields.
 - General session speakers provide valuable information on timely topics relevant to attendees
- (b) More than 70% of the time is scheduled for a planned, organized exchange of information between presenters and audience which meets the definition of training in section 4101 of title 5, United States Code;

- **National Image, Inc. meets these criteria**

- Seventy percent of the training program includes:
 - Interactive workshops that include demonstrations, exercises and question and answer sessions
- Plenary Session Speakers who offer valuable information to attendees on EEO and Human Resources issues and programs; professional and career development, for improved performance of their work responsibilities
- Networking opportunities provide attendees with enhanced interaction with other federal employees, academics and professionals.

(c) The content of the conference is germane to improving individual and/or organizational performance;

- **National Image, Inc. meets these criteria**

- The National Image, Inc. Training Program provides career and leadership development workshops
- The National Image, Inc. Training offers sessions unique to the implementation of employees' duties regarding the Federal Indian Trust Responsibility and related policies, laws and obligations. All Federal agencies are responsible for upholding this responsibility.
- Plenary session speakers, workshops and networking provide information and tools that focus on improving individual attendees' and/or organizational mission performance.

(d) Development benefits will be derived through the employee's attendance.

- **National Image, Inc. meets these criteria**

- Attendees undergo training that assists them in performance of their duties as Special Emphasis Program Managers, Diversity and Inclusion committee members, and HR or EEO professionals.
- Networking opportunities augment information gained from plenary sessions and workshops, adding important ideas and connections that will enhance their abilities to provide services to the Hispanics Federal workforce and community.

OPM has further stated that when making this determination, agencies should review the event's agenda, session descriptions and additional information, as appropriate. Agencies are encouraged to continue to consider professional training organizations and affinity groups as a source of training. National Image, Inc. has been a member of the National Coalition for Equity in Public Service since 1994. To view the Image, Inc. National Training Program agenda visit <http://www.national-image.org/>.