



City of Cleveland **Memorandum**

Justin M. Bibb, Mayor

TO: Blaine Griffin, City Council President

FROM: Matthew Cole, Director, Department of Human Resources *TMK*

DATE: June 30, 2026

SUBJECT: Request for Legislation – Workforce Training and Professional Development Services

Department of Human Resources Legislative Summary

The Department of Human Resources, through its Director of Human Resources, is requesting authorization to enter into one or more professional services contracts to **supplement** the range of training and professional developments, services, and expertise that is currently delivered by the Talent Management team to all employees of the City of Cleveland's workforce.

Program Description

Talent Management is responsible for maximizing employee potential and future growth. This is obtained through several key objectives, with the primary objective being developing employees through industry training programs, soft skills development, career pathing, leadership coaching, mentorship programs, management training, self-guided learning, skill assessments and online tools, such as skill advancement certifications.

We value the individual growth and progression of every team member, all almost 8,000 employees. Our commitment to fostering an environment of continuous learning is an intrinsic part of our organization's culture. By investing in the professional and personal development of our teams, we are building a stronger, more adaptable, and innovative workforce who will be equipped to serve the citizens of Cleveland and our stakeholders today and in the future.

While the Talent Management team drives the strategy and culture of continuous learning, meeting the specialized technical and leadership needs of nearly 8,000 employees requires a broader range of expertise than a single small division can maintain. Securing professional services contract(s) allows the City to leverage the scale and specialized expertise of external training partners. This hybrid approach maximizes the impact of our internal resources while efficiently delivering modern, expert-led training across all departments.

Current Vendor: New

Duration: One (1) year with three (3) one-year options to renew by the Director of Human Resources.

Estimated Annual Budget: \$100,000 (Equal portion repurposed from the EAP contract for standalone professional development training).

Cc: Ryan Puente, Chief of Staff
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