



Mass Enrollment Instructions for Mandated Training

This job aid outlines the protocol to mass enroll employees in statewide mandated training components.

1. Agencies should run the pre-enrollment query that is available in SLMS. SLMS Administrators with query access can navigate to the Query Viewer menu and search for “NYS_PRE_ENROLLMENT_QUERY.” This query will identify all learners associated with your agency. Administrators can download the results of this query into an Excel file that is formatted in the same way as the HR Learner upload.
2. The DHRM (or designee) should review the report generated by the pre-enrollment query and identify all employees who should not be enrolled. This includes employees on approved long-term paid or unpaid leaves, long-term unauthorized leave without pay, employees who have resigned, employees who have retired, and any other individuals who are not part of your agency’s active employee population.
3. Your SLMS HR administrator should use the “Excluded” function in SLMS (formerly “learner on leave”) to tag the individuals identified by the DHRM in Step 2 above. You can tag groups of people in SLMS either by using the HR Bulk Upload Tool or manually by keying in a “Y” for Yes or “N” for No in the appropriate field on the HR Job Data tab in Manage Internal Learners.
4. Once all excluded individuals have been tagged, your SLMS administrator should mass enroll the remaining active learners in all of the mandated training courses when they become available in SLMS.
5. On an ongoing basis, the DHRM (or designee) should work with the SLMS HR Administrator to remove the Excluded tag from individuals who re-enter the active employee pool, apply the Excluded tag to employees who leave the active employee population, and to enroll new employees that join the agency subsequent to mass enrollment.

Reasonable Accommodation Series for Supervisors

All supervisors are required to take the three components of the Reasonable Accommodation series for Supervisors: *Reasonable Accommodation for the Public*, *Supervisor’s Guide to Reasonable Accommodation of Employees with Disabilities and Pregnancy-related Conditions*, and *Supervisor’s Guide to Reasonable Accommodation of Religious Observance or Practices*



There is a “RA for Supervisors” tag in SLMS that can be used to tag the appropriate employees. SLMS HR Administrators can identify supervisors in their agency, using this tag, via the HR menus in SLMS. This can be done individually or on a group basis, through a bulk learner load. Tagging your learners will then enable you to request the creation of a learner group (if you don’t already have one).

The following protocol should be used to enroll employees in the three trainings in the Reasonable Accommodation for Supervisors training series:

1. Use the “RA for Supervisors” tag to identify all supervisors required to take these trainings.
2. If a learner group already exists, skip to the next step. If a learner group does not exist, an Agency can open a ticket in ITSM and request the creation of a new learner group. The request to create a new learner group should include a "detailed" description of the criteria to be used to define the Learner Group. SLMS Help Desk will create your learner group and notify you upon completion of this task.
3. Once the SLMS Help Desk has advised you of successful creation of this learner group, your SLMS Administrator should mass enroll the learner group in the Reasonable Accommodation for Supervisors trainings.
4. On an ongoing basis, the DHRM (or designee) should work with the SLMS administrator to enroll new supervisors that join the agency or get promoted into a supervisory role subsequent to mass enrollment. Similarly, the DHRM should work with the SLMS administrator to ensure that SLMS is updated to account for employees who transition out of supervisory roles.



Reasonable Accommodation for the Public and Language Access

All employees who interact with the public are required to take *Reasonable Accommodation for the Public and Language Access*. New tags have been created in SLMS for you to tag employees who interact directly with the public. These tags will be the basis for learner group formation. The following protocol should be used to enroll employees in *Reasonable Accommodation for the Public and Language Access*:

1. Ensure that all employees in your agency who interact with the public are identified in SLMS via the new “Language Access” or “RA Public” tags.
2. Use these tags as described in Section I above to identify all affected employees who are required to take this training.
3. If a learner group already exists, skip to the next step. If a learner group does not exist, an Agency can open a ticket in ITSM and request the creation of a new learner group. The request to create a new learner group should include a "detailed" description of the criteria to be used to define the Learner Group. The SLMS Help Desk will create the requested learner group(s) and notify you upon completion of this task.
4. Once the SLMS Help Desk has advised you of successful creation of your learner group, your SLMS Administrator should mass enroll for *Language Access and Reasonable Accommodation for the Public*.

5. On an ongoing basis, the DHRM (or designee) should work with the SLMS administrator to enroll new employees that interact with the public or employees who transition into this role subsequent to mass enrollment. Similarly, the DHRM should work with the SLMS administrator to ensure that SLMS is updated to account for employees who transition out of this role.

The screenshot shows an employee profile form in SLMS. The form includes fields for Attorney ID, Bureau/Division, Section/Unit, Manager, Staff Category, Discipline, and Hire Date. There are also checkboxes for *Active (set to Y) and Shift. A red box highlights the following fields: Excluded (set to N), RA for Supervisors, Language Access, and RA Public.