



Training & Development

Our Philosophy

Nevada HAND is committed to providing a culture of continuous learning to develop employees to contribute at their highest potential. We value our employees, and understand that investing in their development benefits the entire organization by enhancing skills that link directly to our mission and core values, while providing opportunities for personal and professional growth.

HAND University provides comprehensive training to nurture the development of each employee. On-line courses and classroom training is provided, with curriculum tailored to the employee's job and level of responsibility. Employees are also encouraged to engage in higher education provided by accredited learning institutions such as universities, colleges and trade schools. Tuition reimbursement is available for approved courses and degree programs.

Orientation and onboarding programs for new hires and newly promoted employees will provide tools to set them up for success. Coaching will continue throughout the onboarding process and beyond.

Cross training and support will be offered to those individuals who express interest in growing their career with Nevada HAND. In alignment with our business needs, excellent performers will have the opportunity to advance within their functional discipline, transfer to another area of responsibility, and move up to a leadership role within our organization.

Staff Development and Advancement

- Team members may take advantage of **up to \$1,000** reimbursement annually for college and trade school courses
- Development is offered through **online courses**, **live classroom** modules and **workshops**, outside **seminars** and **executive coaching**.
- Over the past two years, nearly a **quarter** of our team members were **promoted** into new positions.