Supervisor Training Tracks at Plant Academy

Completion of the three, required Plant Academy programs for supervisors in Plant Operations has a suggested timeline of approximately five years: (1) the Practical Supervisor Series, (2) the Supervisor Leadership Certificate Program, and (3) the Introduction to Facilities Management Series.

This outline addresses the priority order of training for Plant supervisors — whether at the beginning of their career in Plant or after years of service.

- Fundamental knowledge and skills of Plant’s business and employee operations are taught in the **Practical Supervisor Series**. This is the first training series a supervisor of bargained-for employees should complete within the first 6 months of hire.

  Occasionally, it is appropriate for a business leader (non-supervisory) to take specific classes within this track for professional knowledge and competency, too. In this case, they will need to work with their TACS rep to create a special learning track for enrollment and tracking of Practical Supervisor course(s).

- A survey course of critical leadership competencies and basic management skills are the focus of the **Supervisor Leadership Certificate Program**. This is the second track recommended for supervisory personnel to complete.

- Organizational knowledge is the goal of the **Introduction to Facilities Management**, (IFM), where each department in Facilities & Operations at UM is featured, and attention is given to their shared business and interfaces, as well as their uniqueness. This completes the certificate program study as the third track.

  Completion of the IFM series is required for any supervisor who would like to enroll for APPA’s examination and certificates: the Education Facility Professional (EFP) and/or the Certified Education Facility Professional (CEFP).