



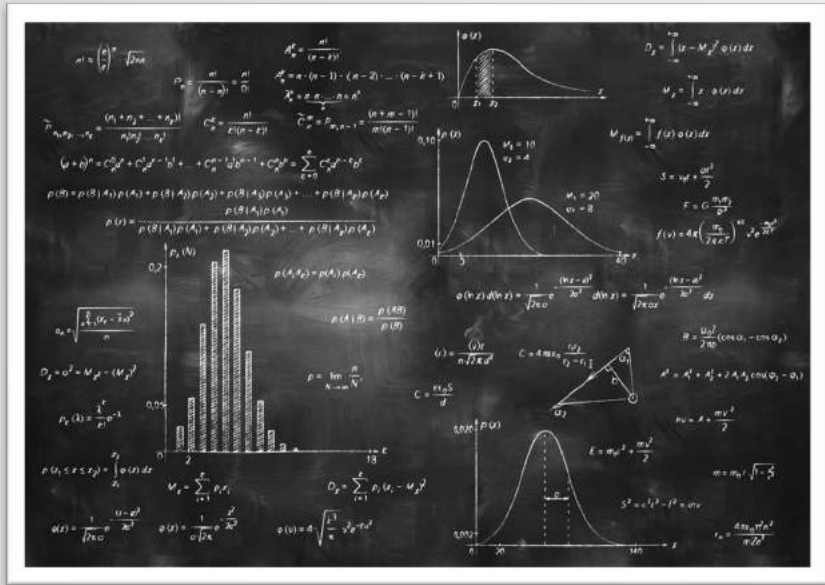
# Colorado City and County Management Association 2024 Pathways Survey

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March 28<sup>th</sup> to May 6<sup>th</sup>, 2024



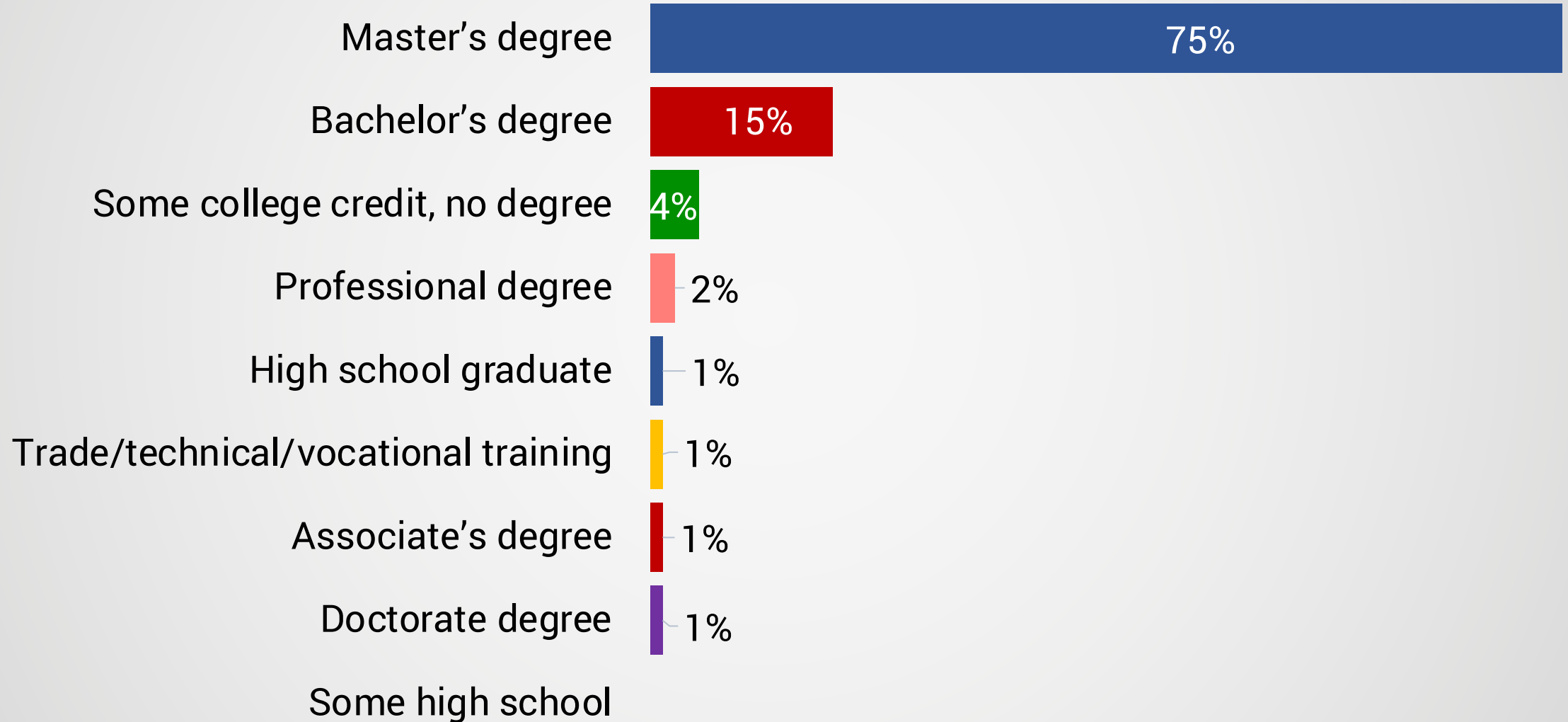
# Methodology



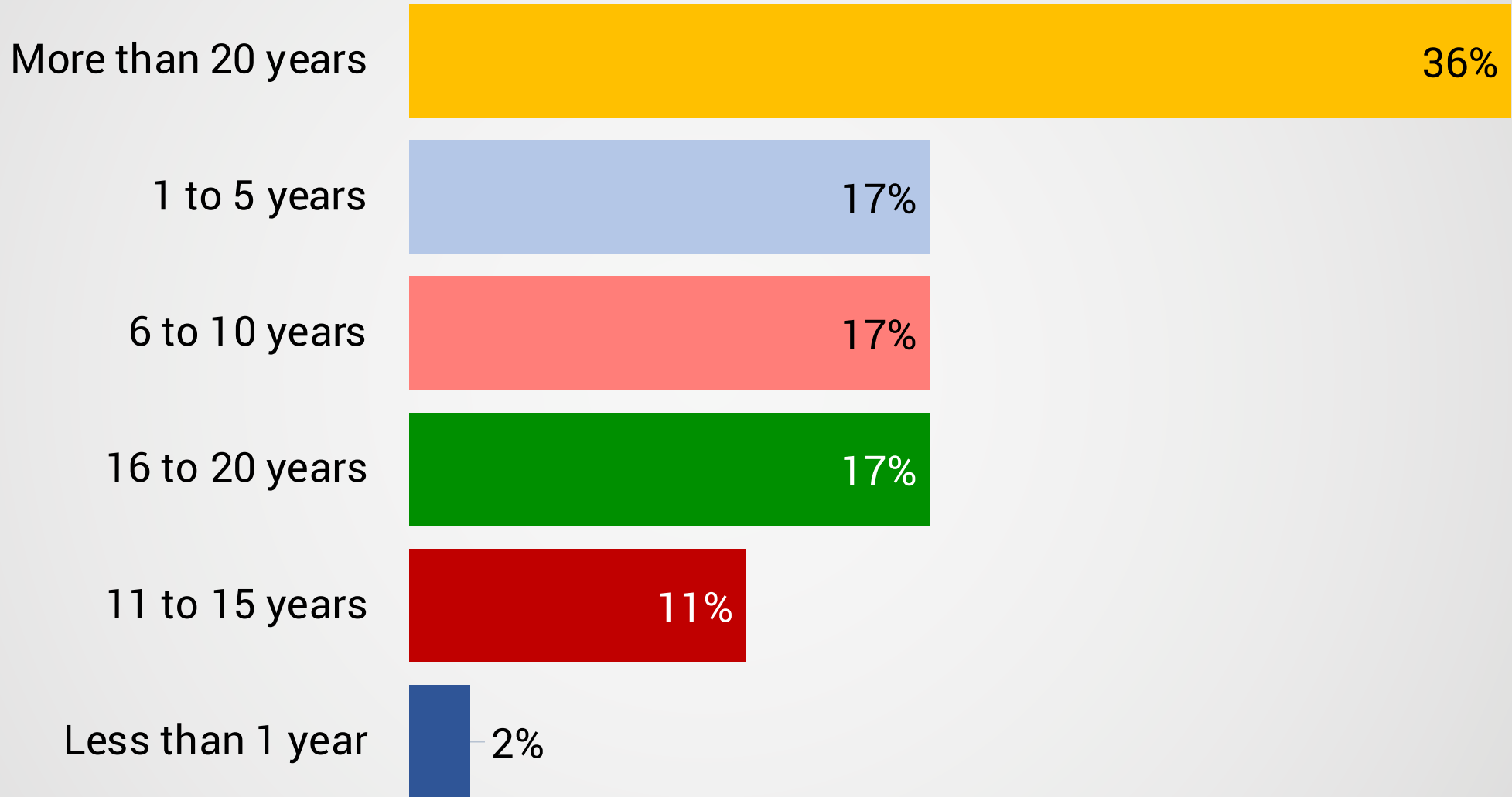
Magellan Strategies is pleased to present the results of a survey of 132 Colorado City and County Management Association members.

The interviews were conducted from March 28<sup>th</sup> to May 6<sup>th</sup>, 2024. Respondents were engaged from an invitation email from CCCMA.

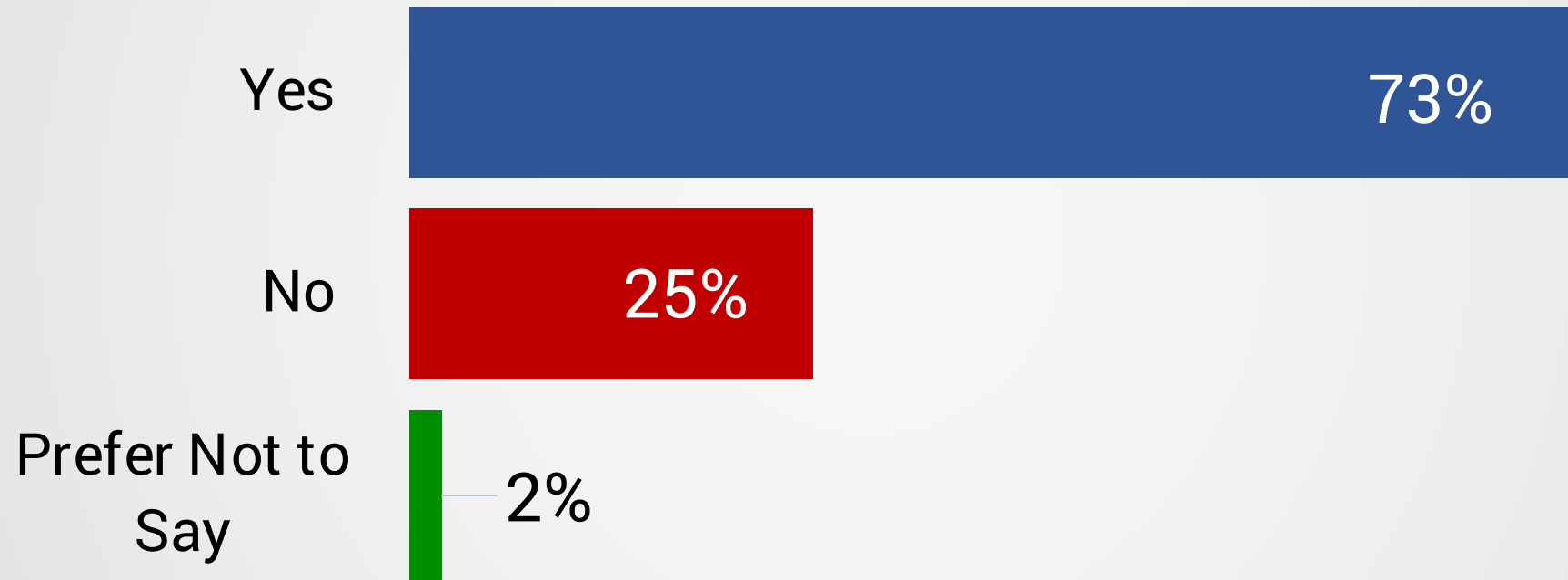
Please select the highest level of education you have completed.



# Please select your years of experience in local government.

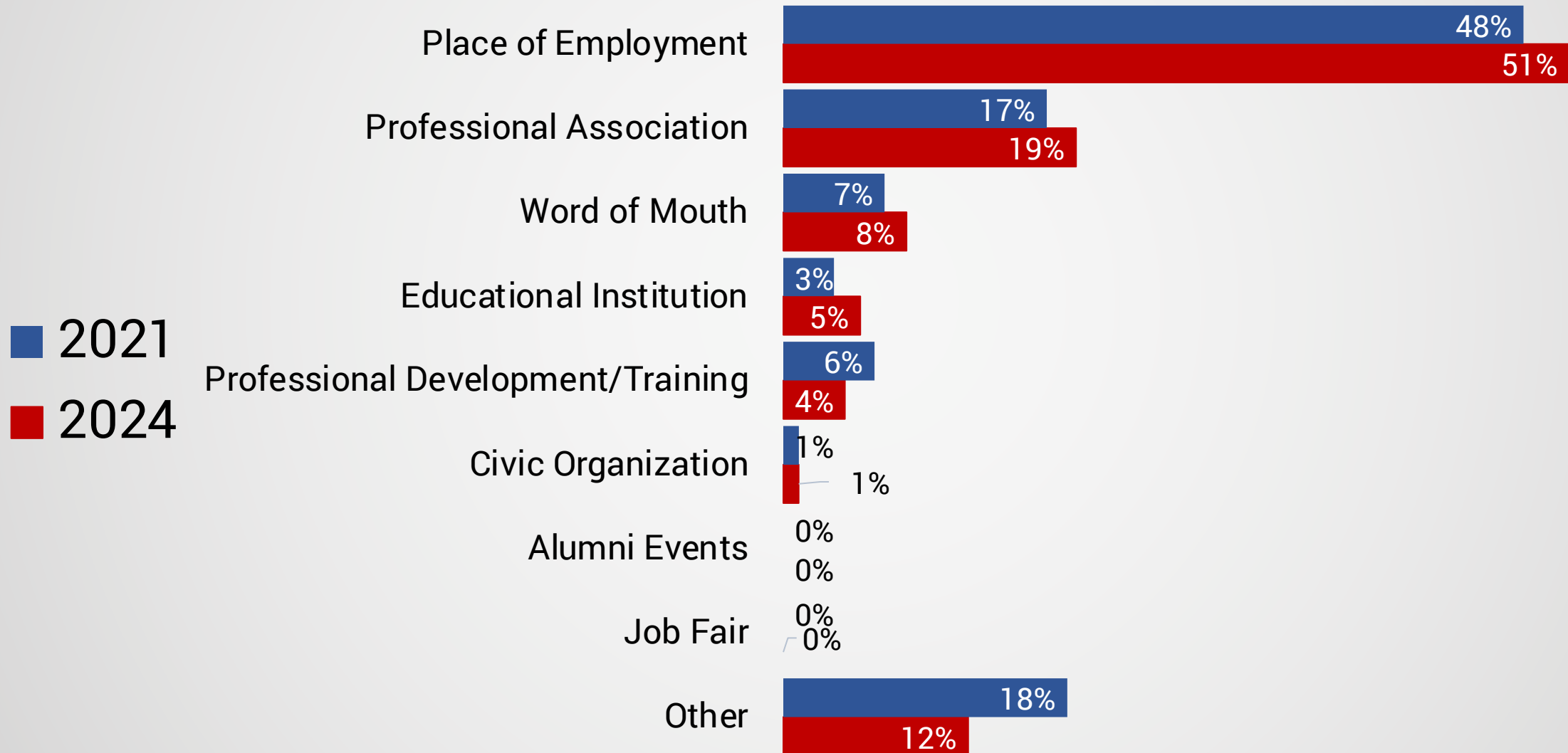


# Have you had a mentor during your career?

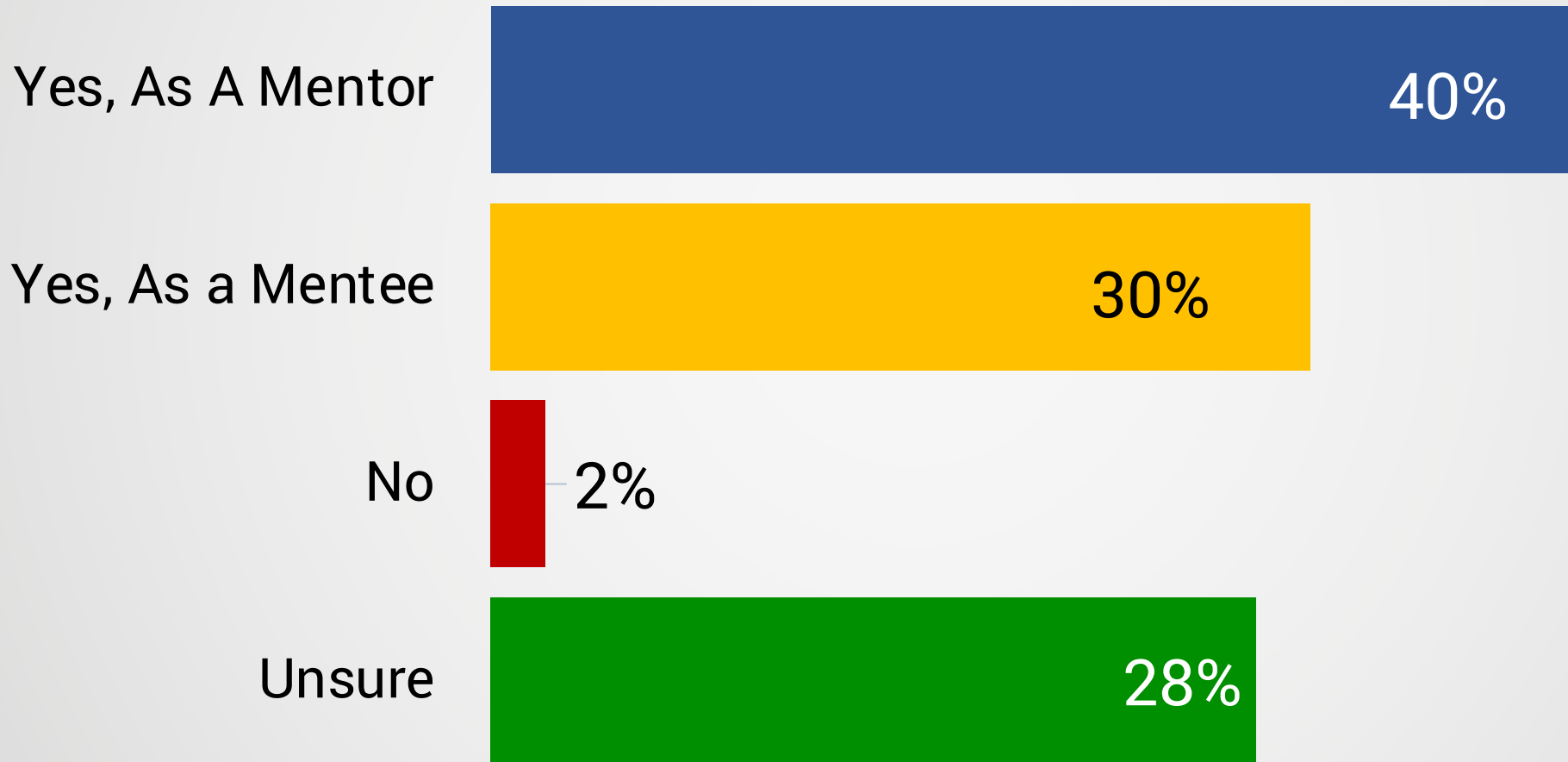


# How did you find your mentor?

(Asked of 97 respondents who answered they had a mentor)

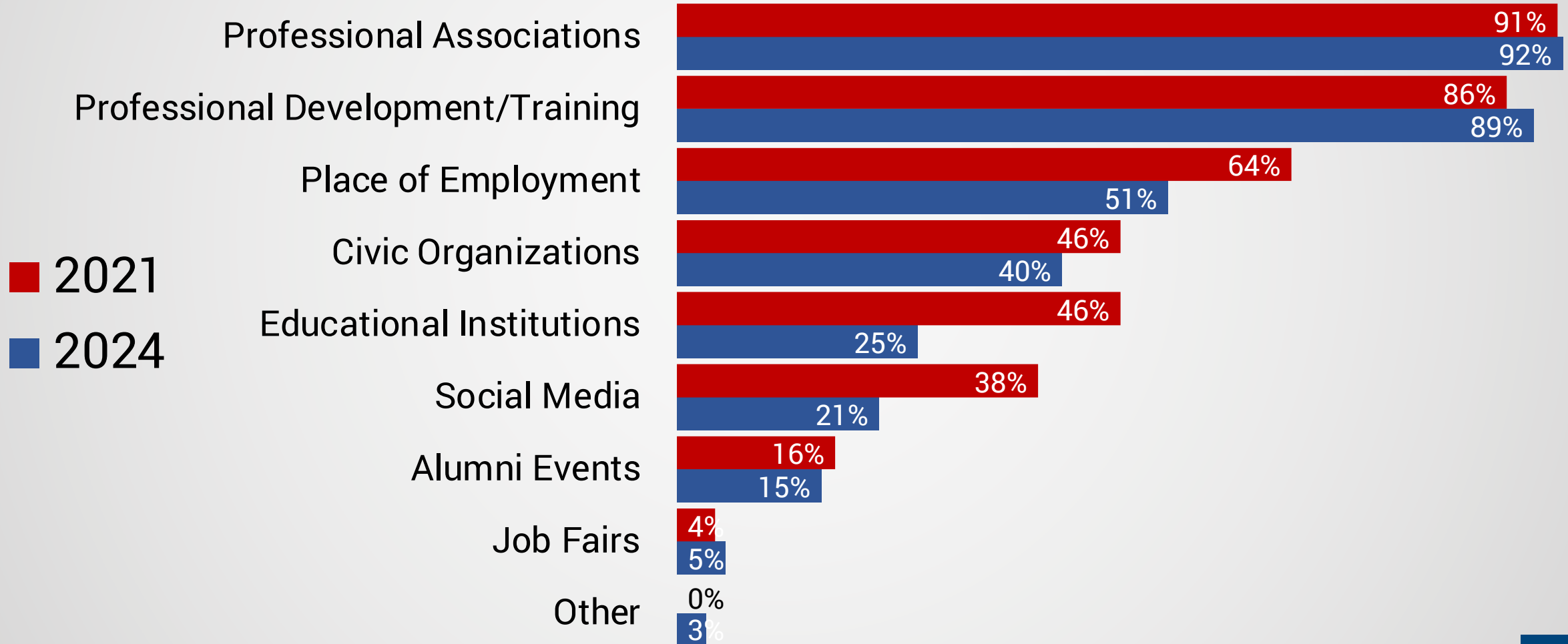


# If CCCMA offered a mentorship program, would you participate?



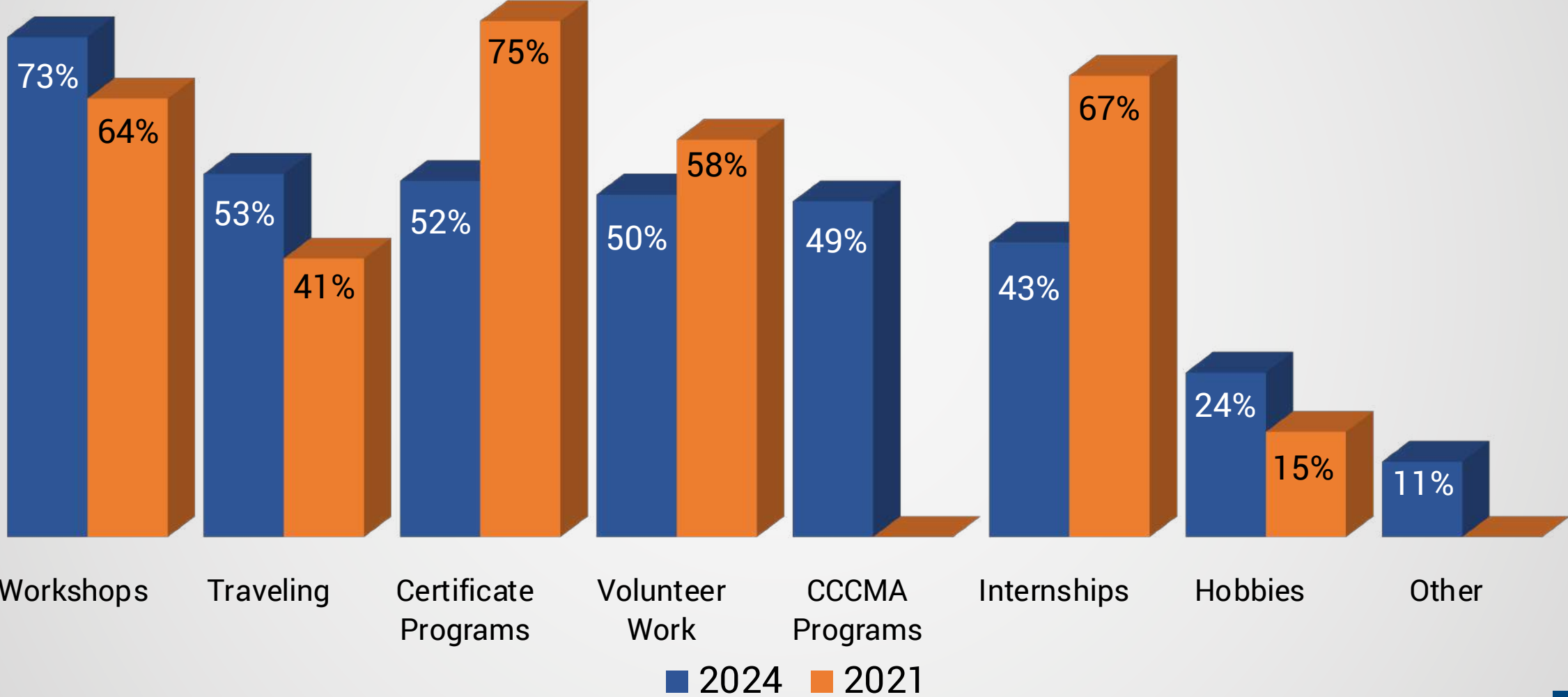


# Please indicate what networking opportunities you find the most valuable. Choose all that apply.

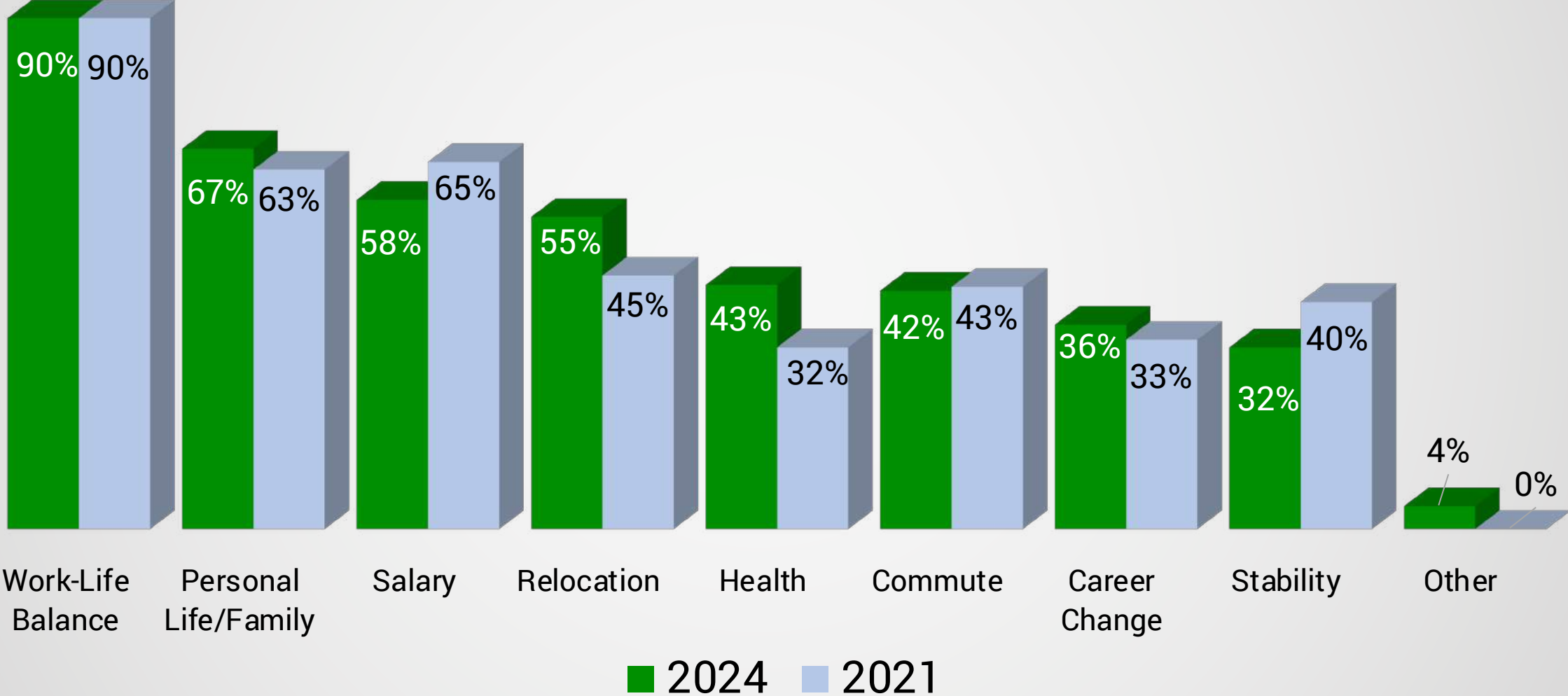




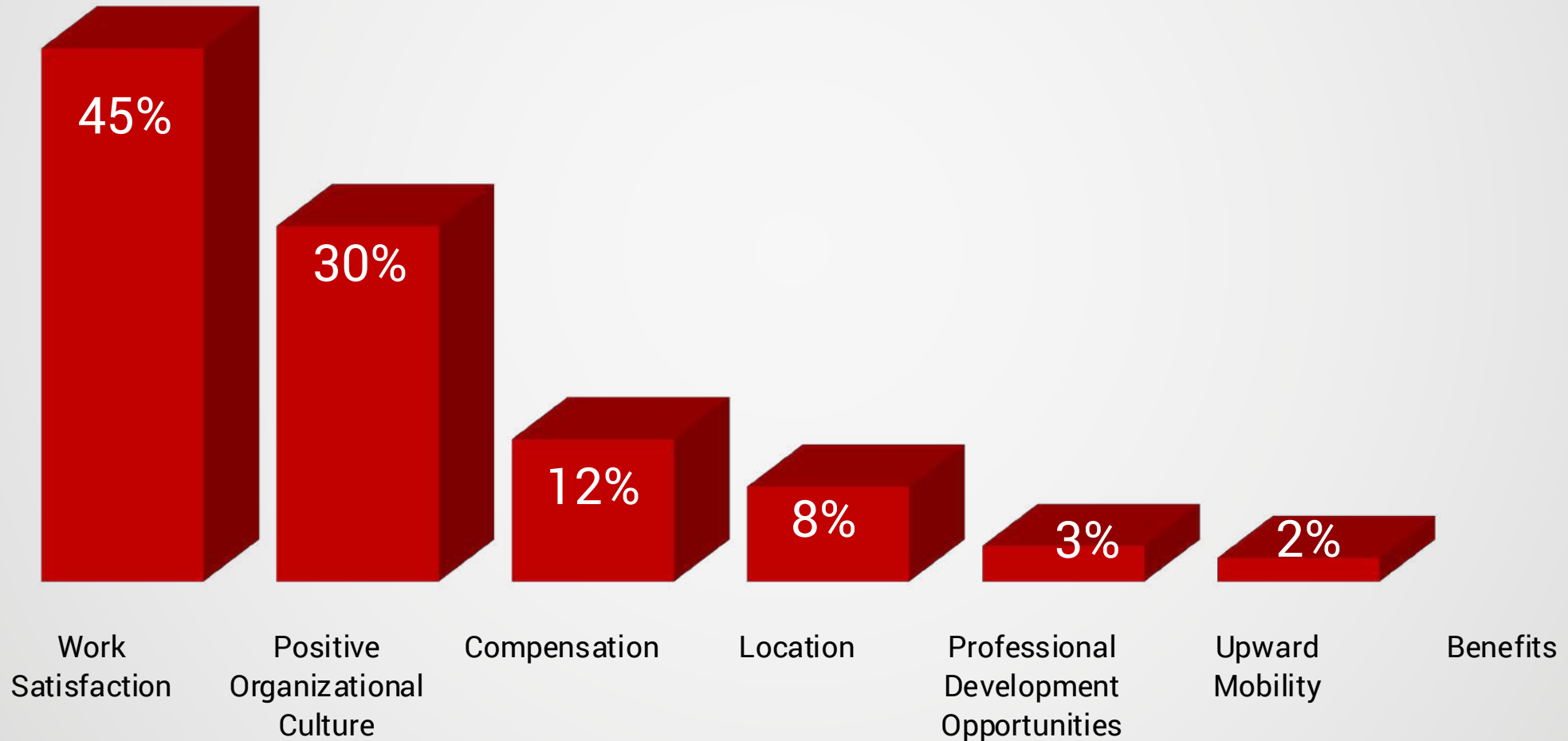
# Please indicate what non-academic training opportunities that have benefitted your career. Choose all that apply.



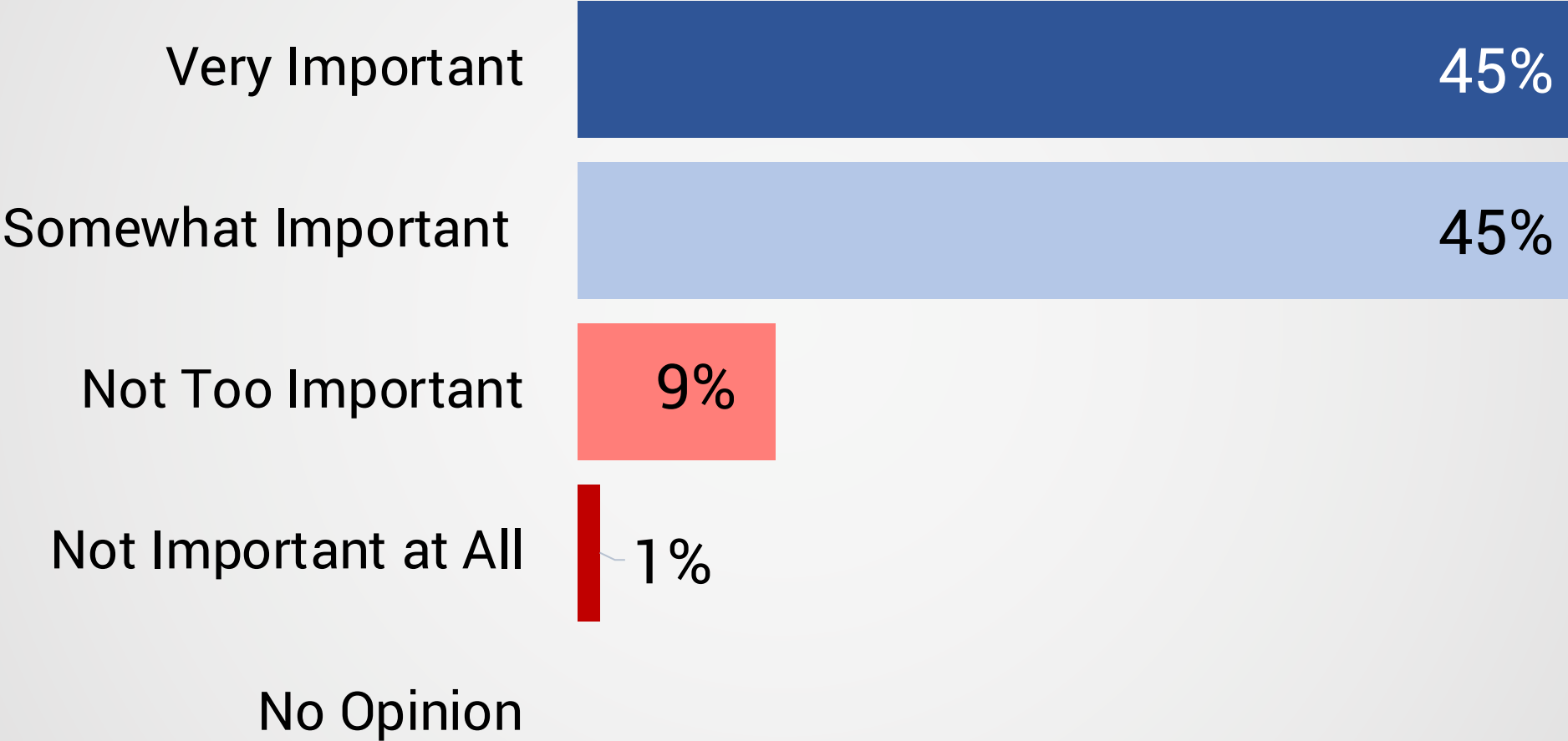
Among the following sacrifices, please choose those you have had to make for the sake of your career. Choose all that apply.



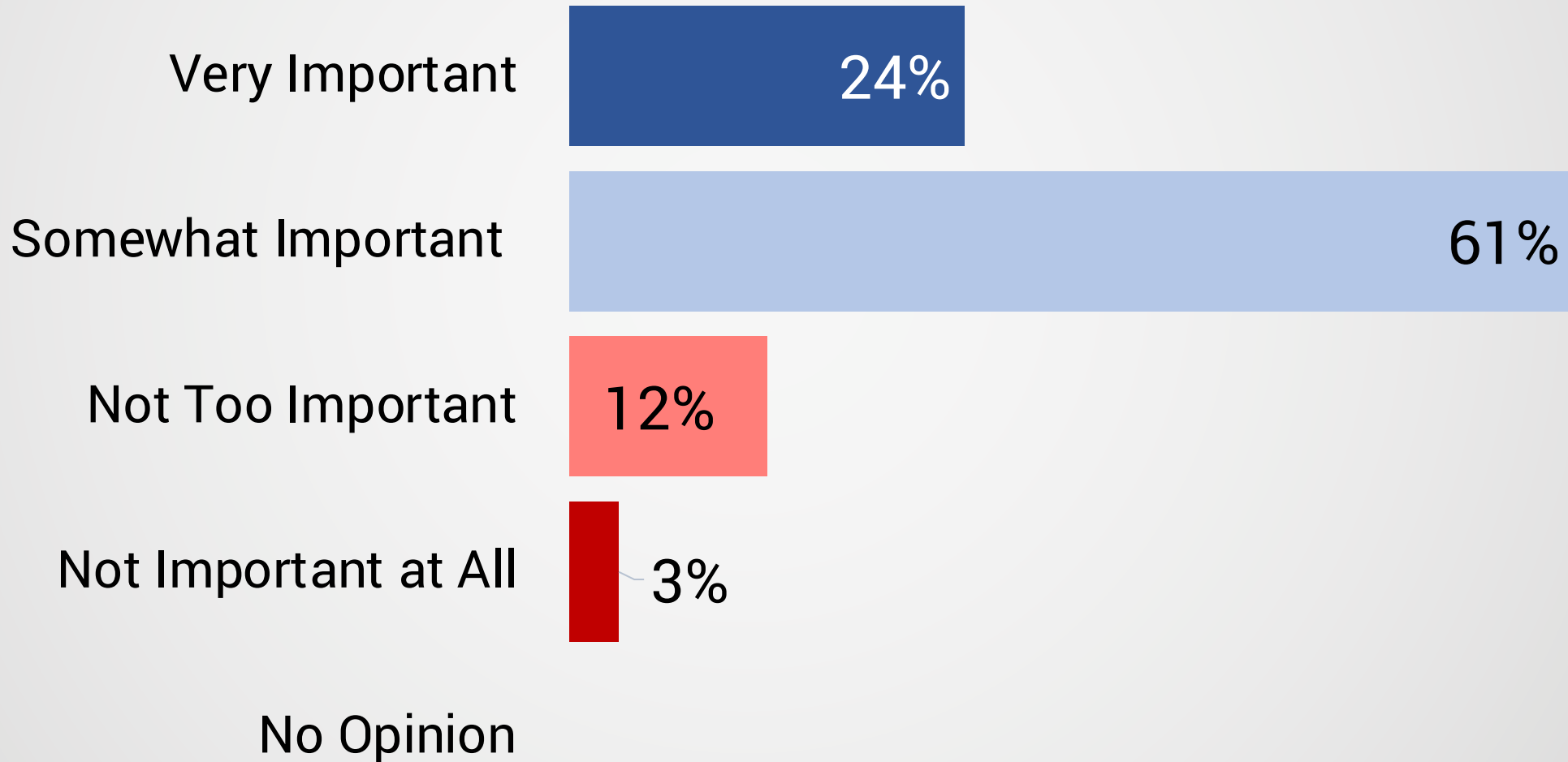
# Please rank the following in order of importance for career advancement.



# How important is schedule flexibility to you?

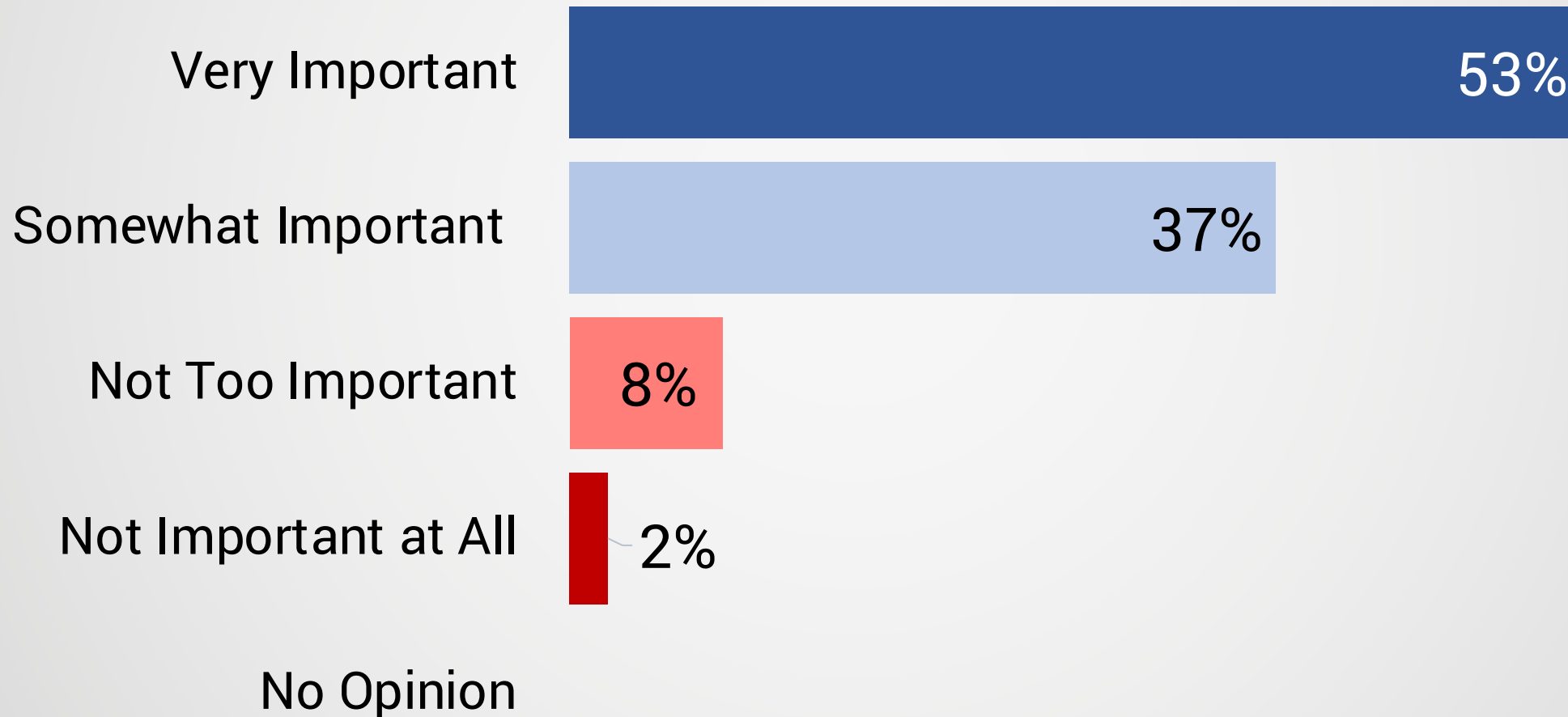


# How important is schedule flexibility to your organization?

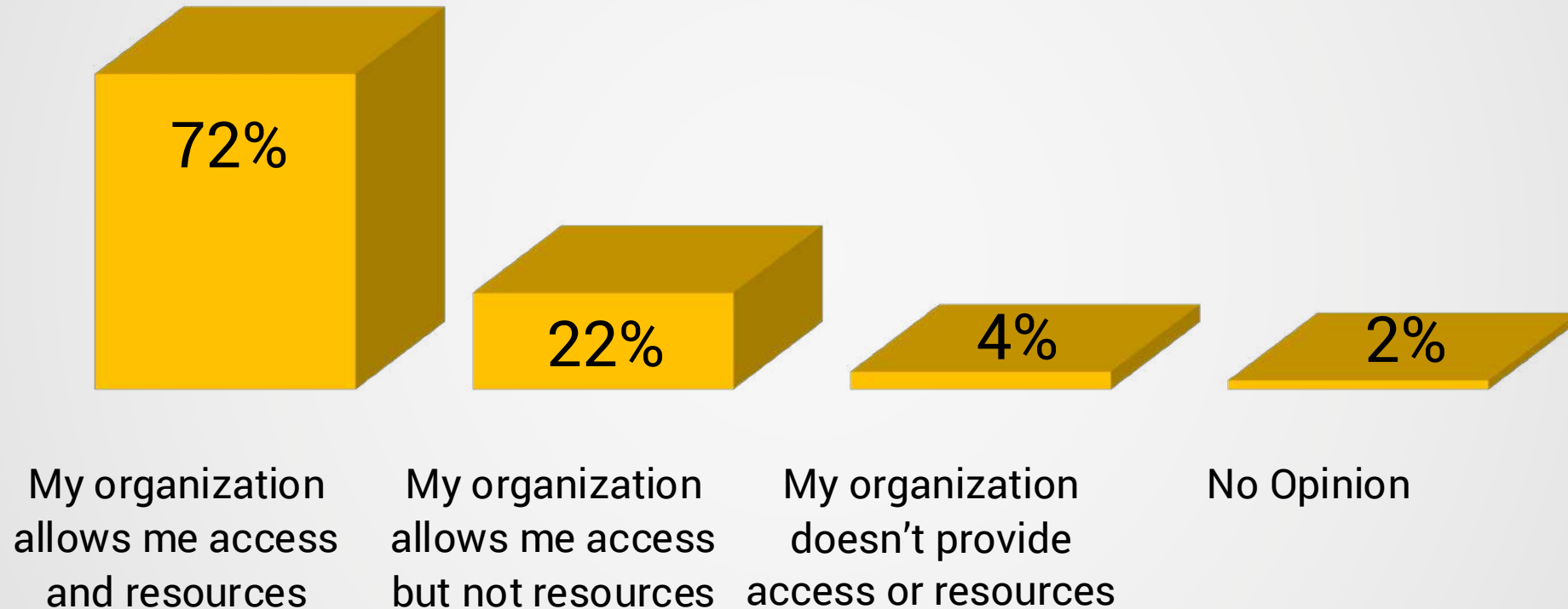


# How important is technical support to you for your career and professional development?

(Technological literacy training, financial management, budgeting, workforce engagement, information sharing)

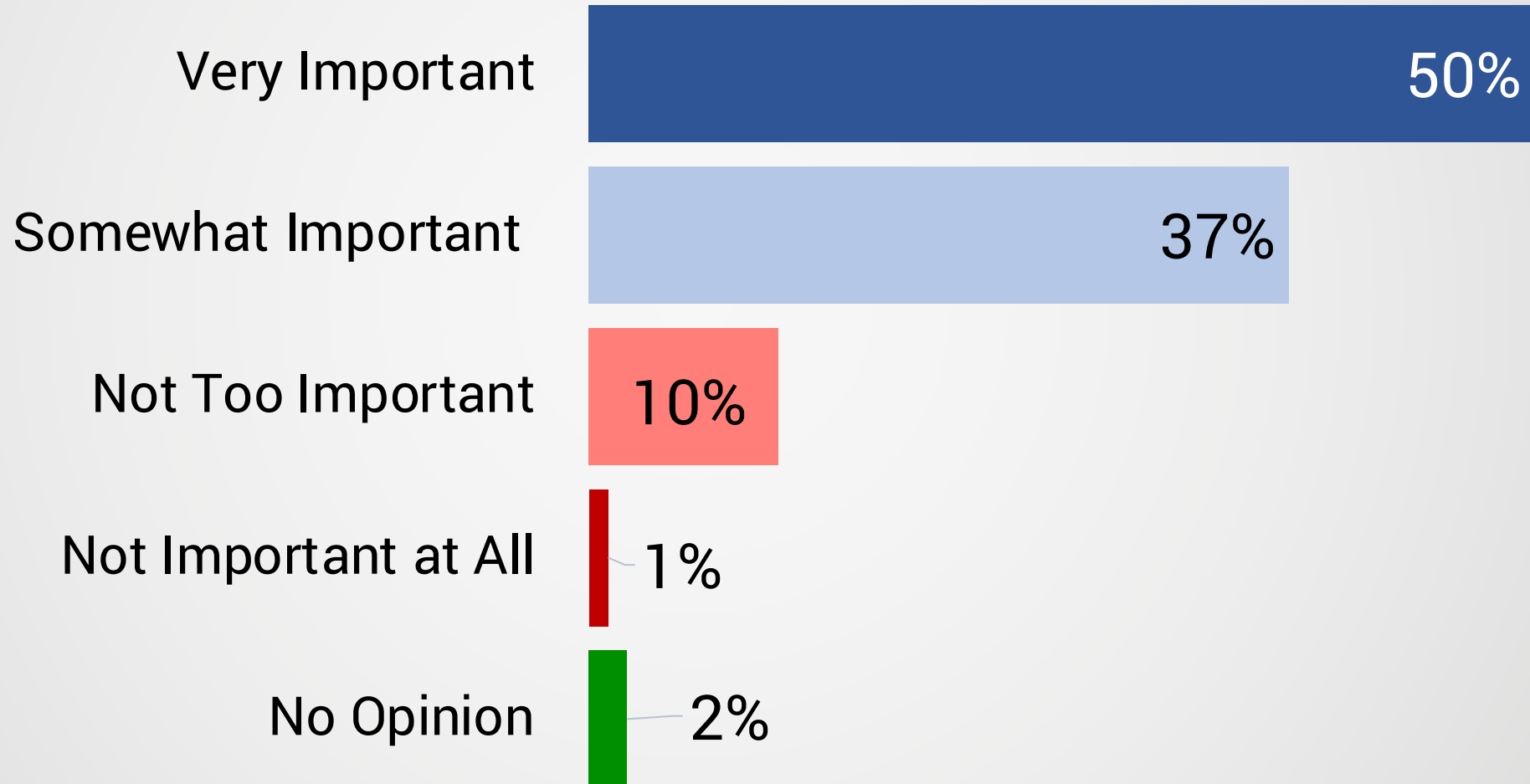


# Does your organization provide you with the opportunities to gain the technical skills you need?

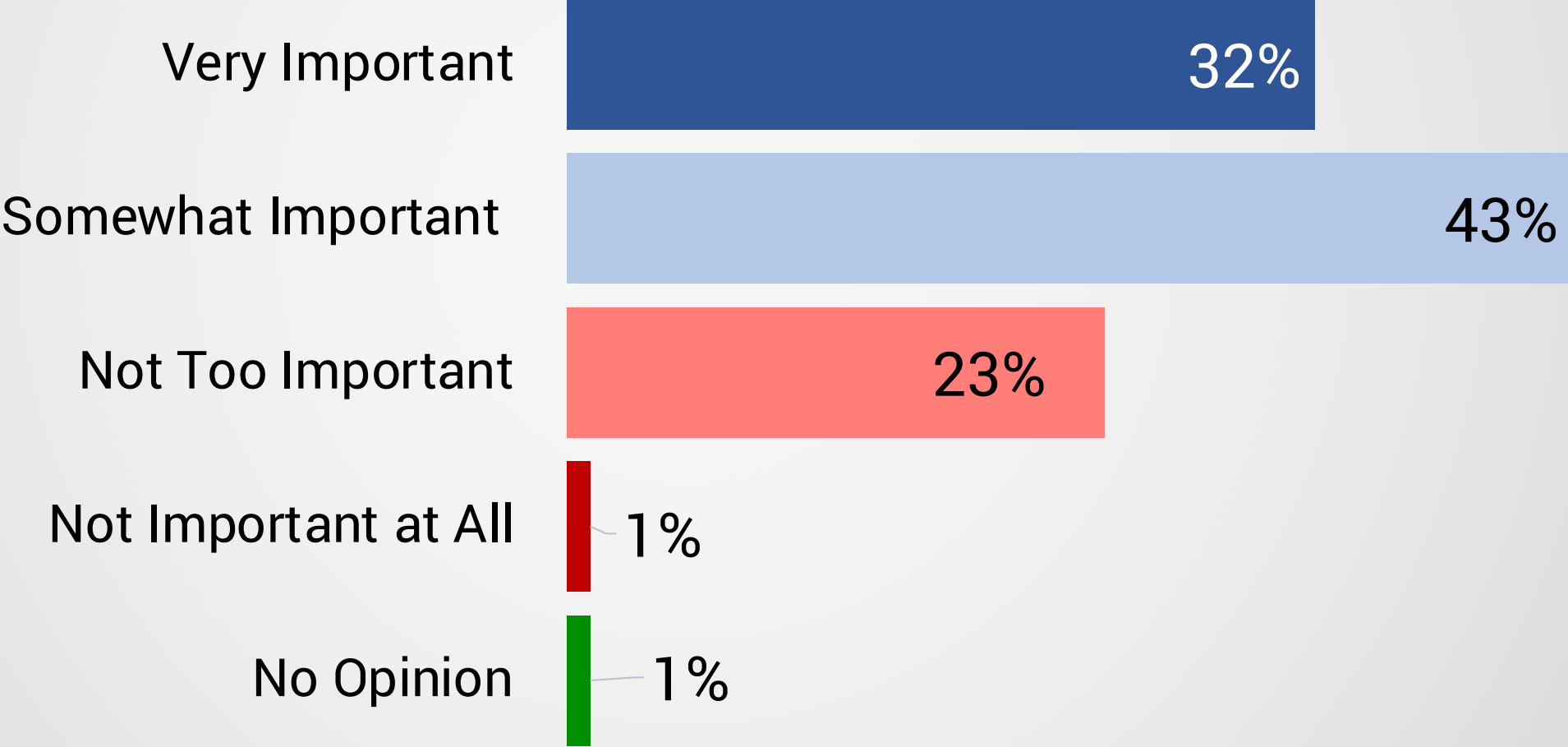




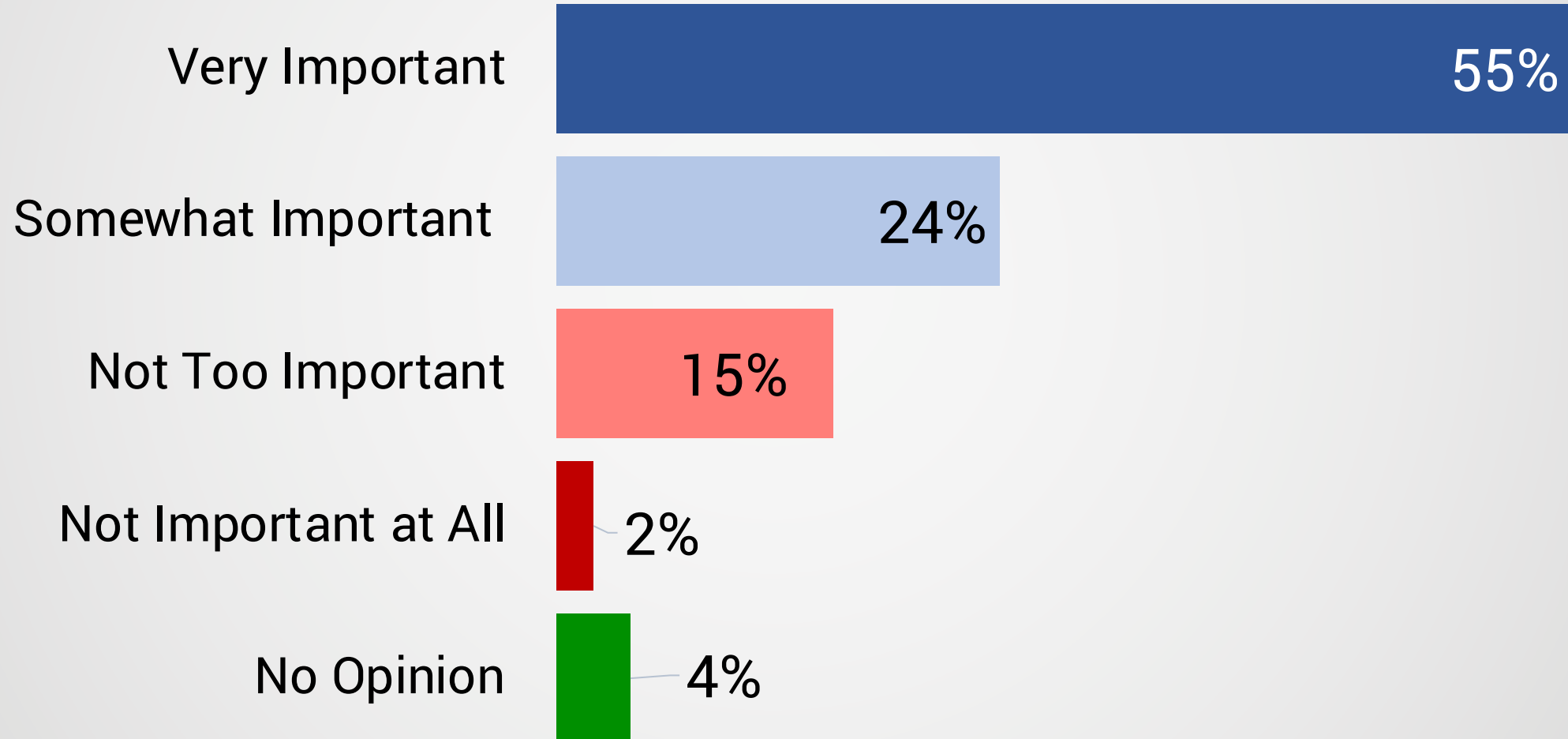
# How important is social support to you? (e.g., employee resource groups, networking opportunities, peer-to-peer conversations)?



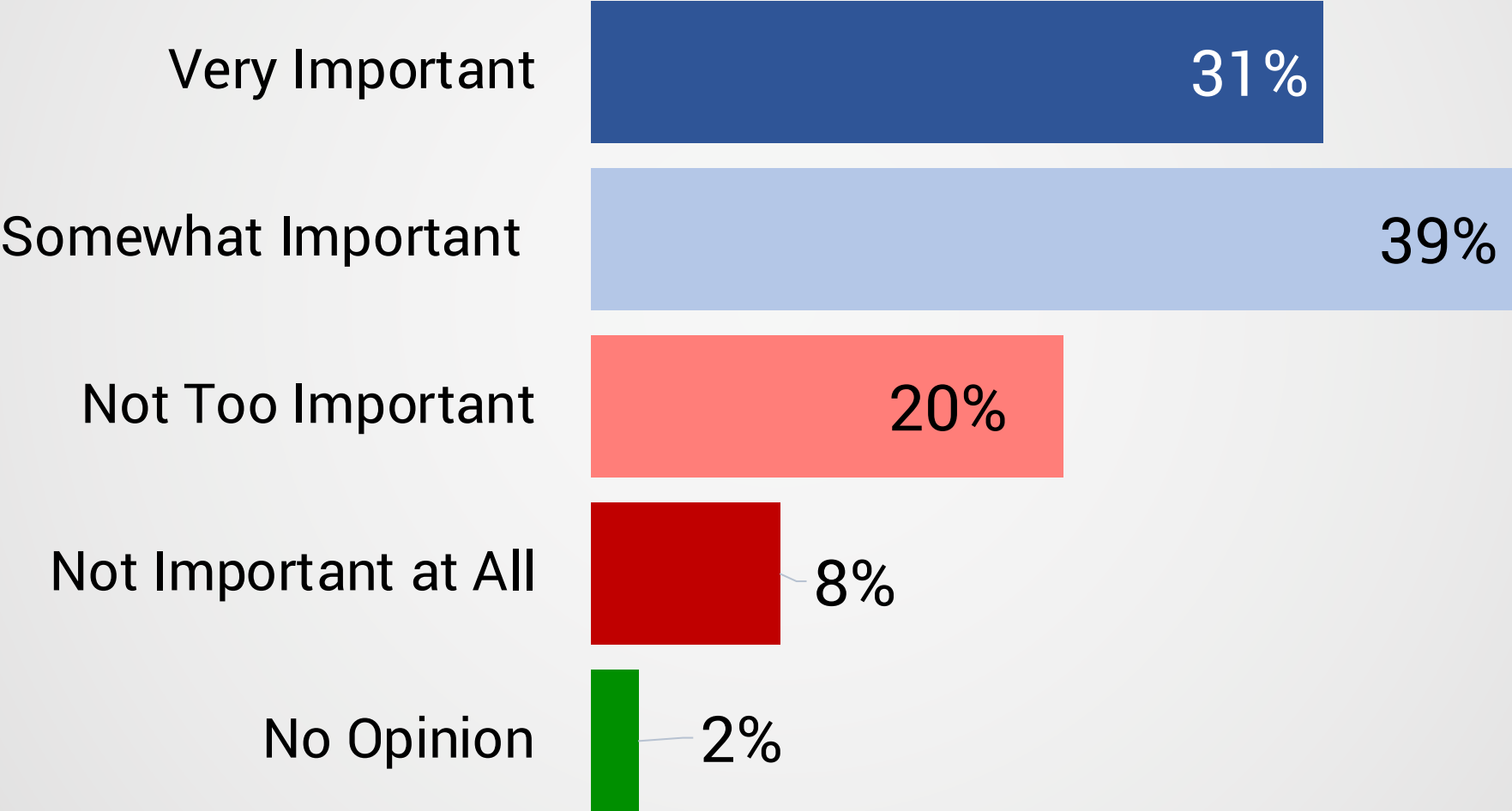
# Does your organization provide you with opportunities for social support?



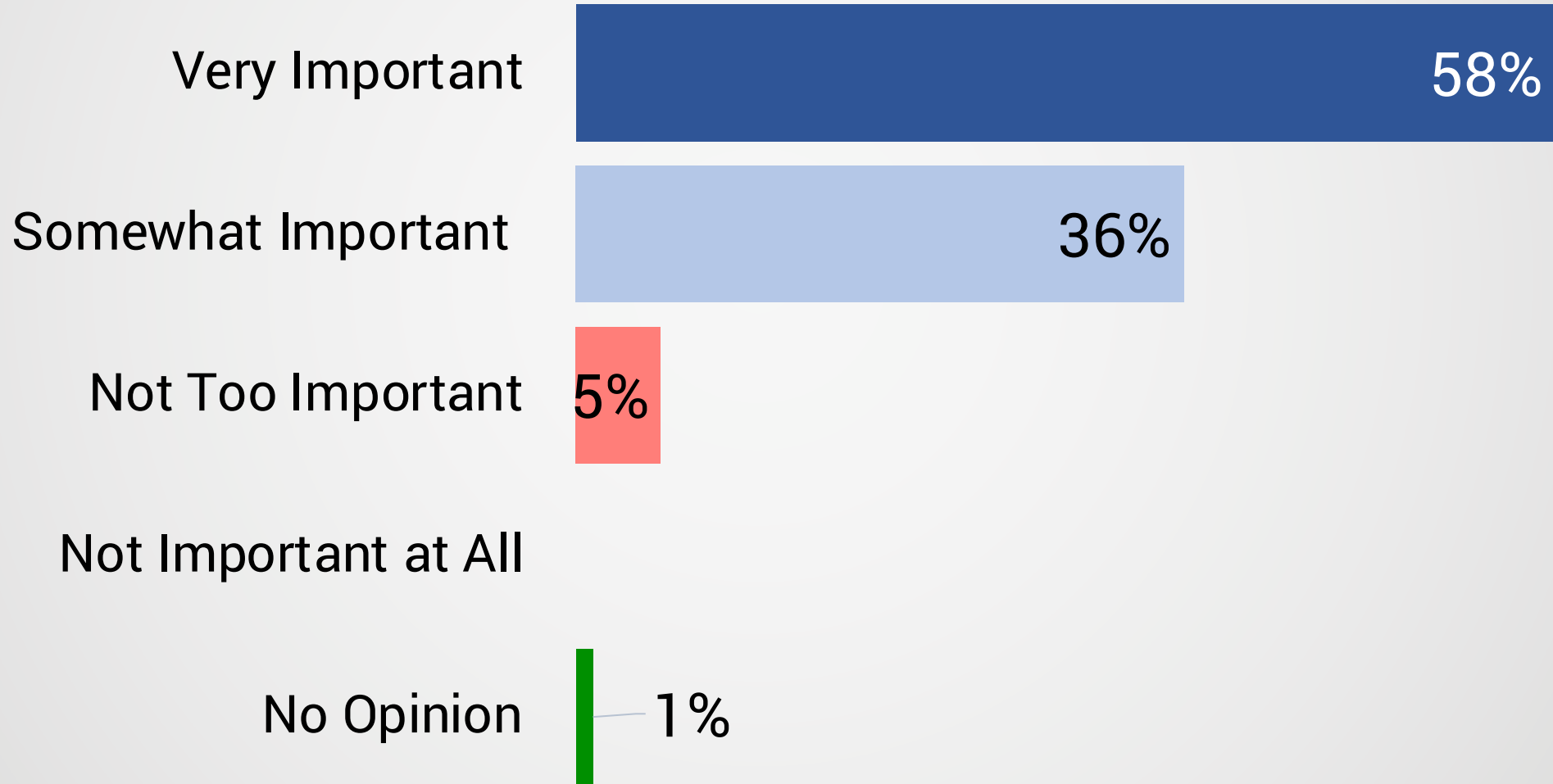
# How important is it to you that an organization embraces diversity, equity, and inclusion?



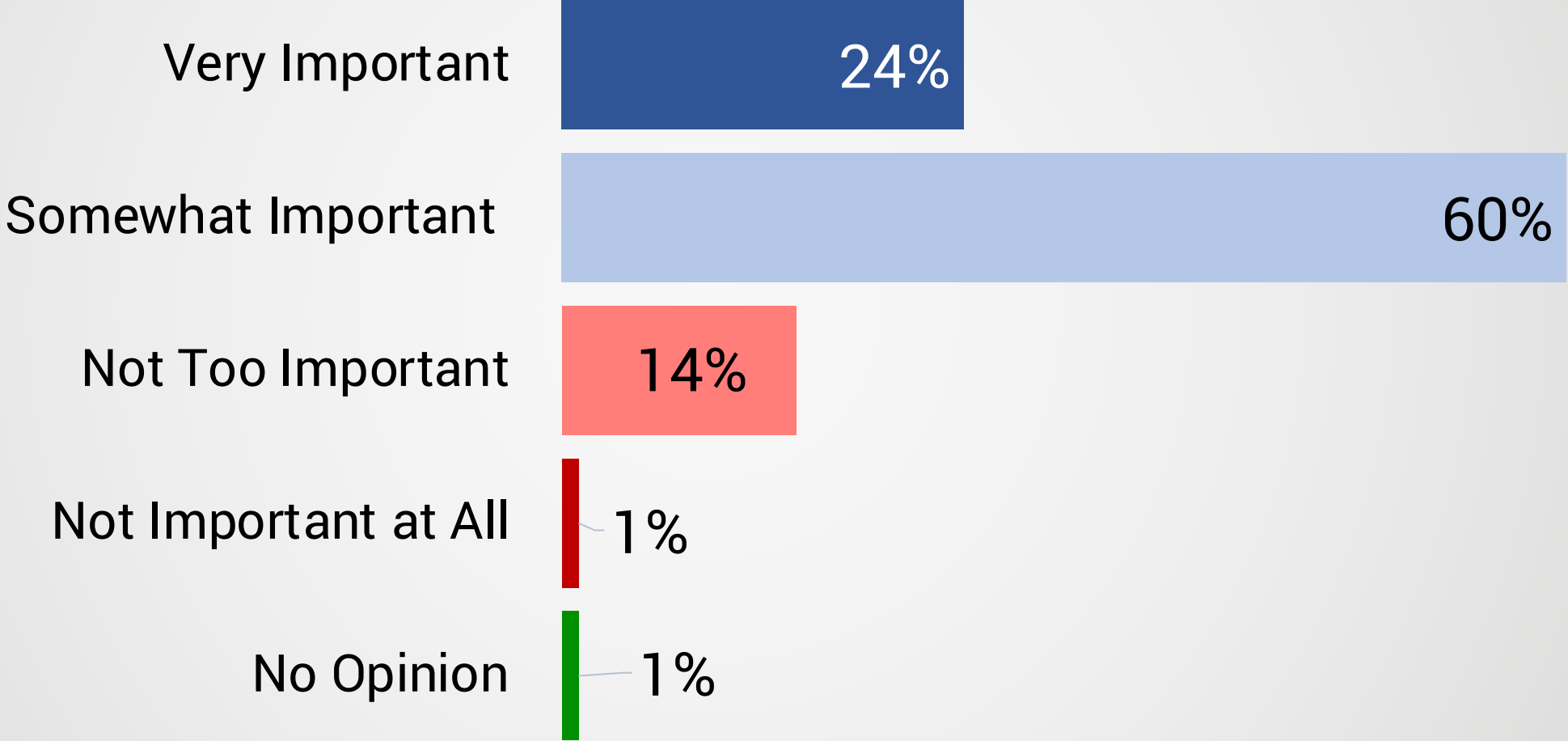
# How important is diversity, equity, and inclusion to your organization?



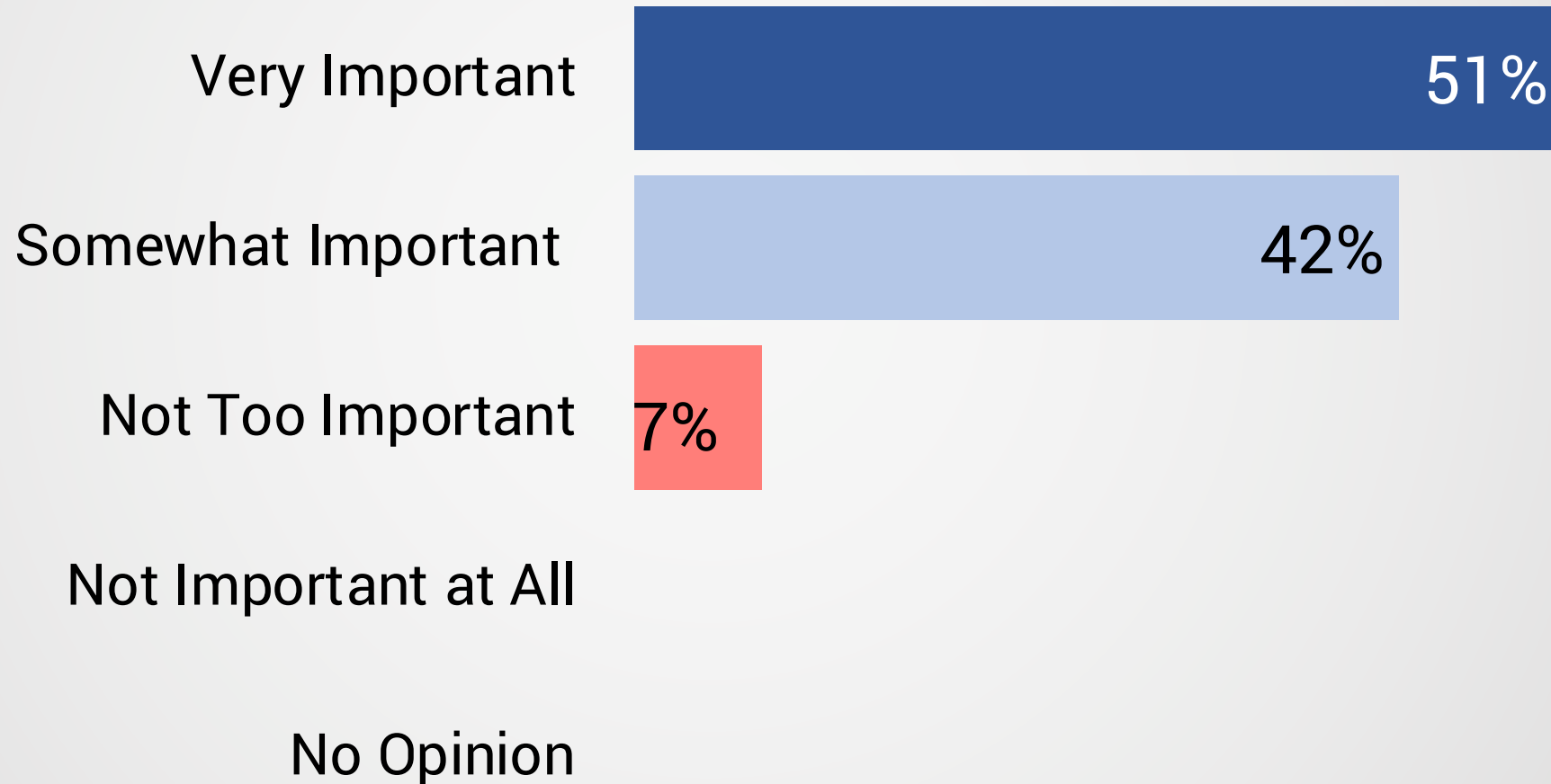
# How important is education for your professional success?



# How important is education for your organization?

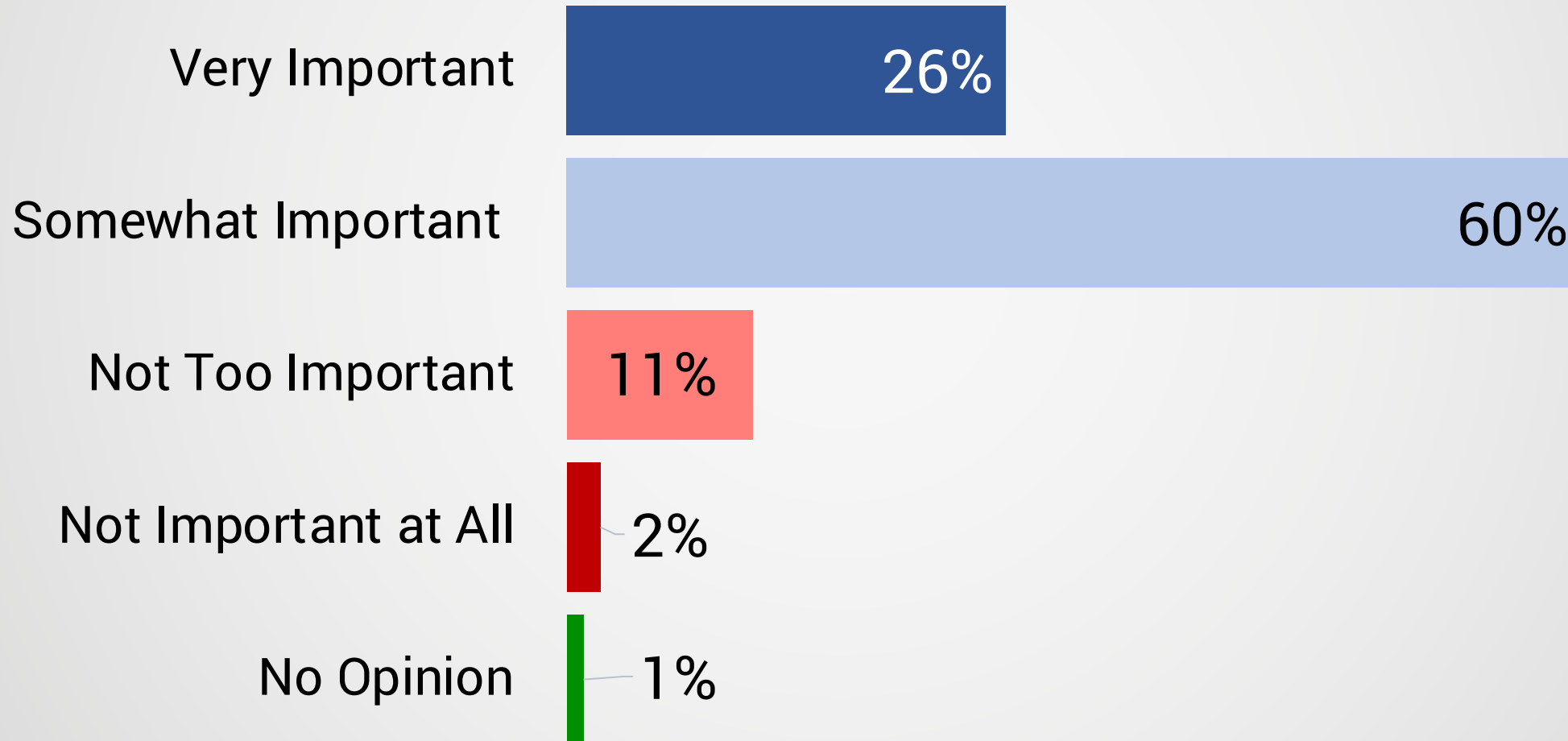


# How important are years of experience to your professional success?

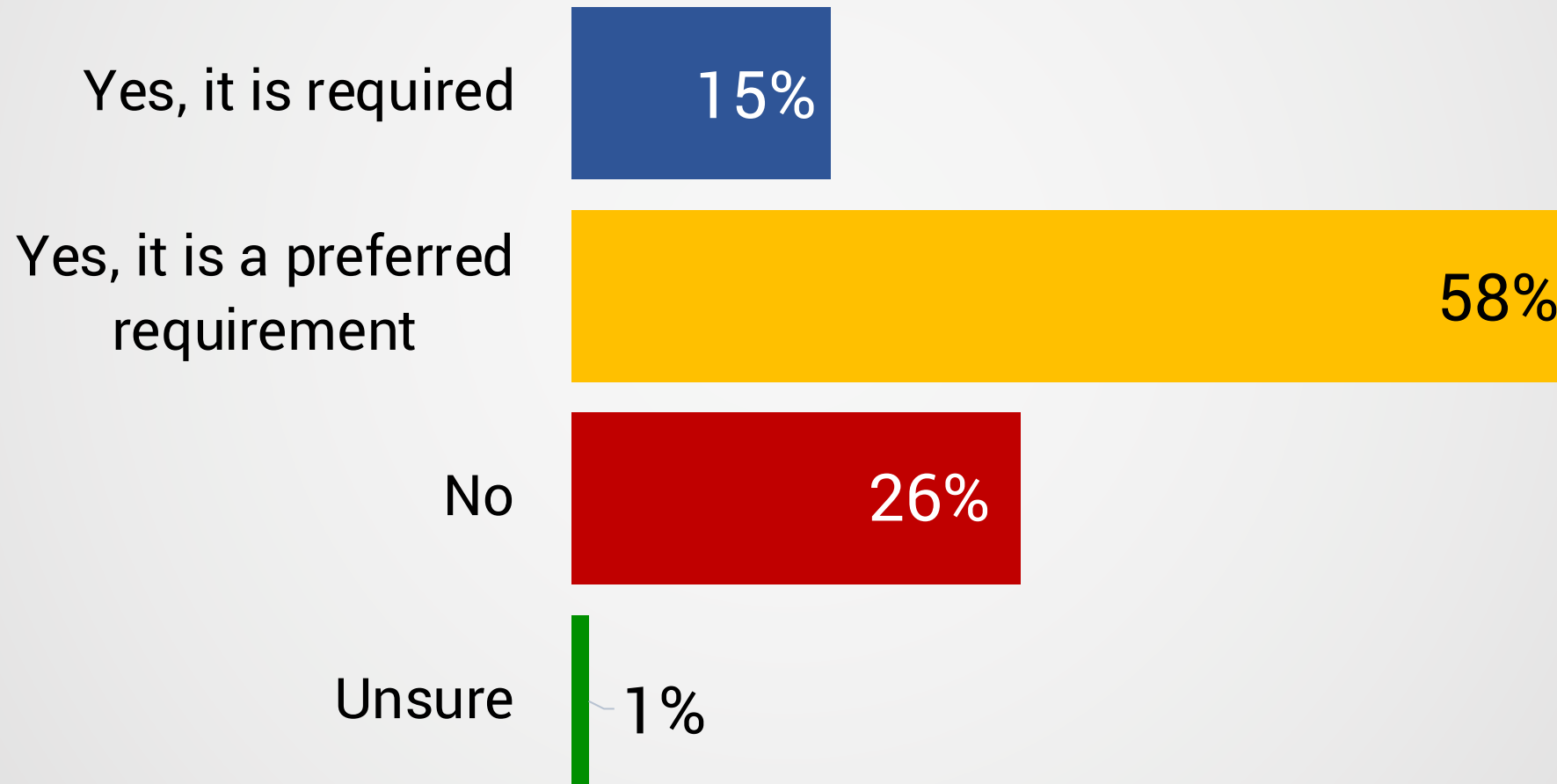




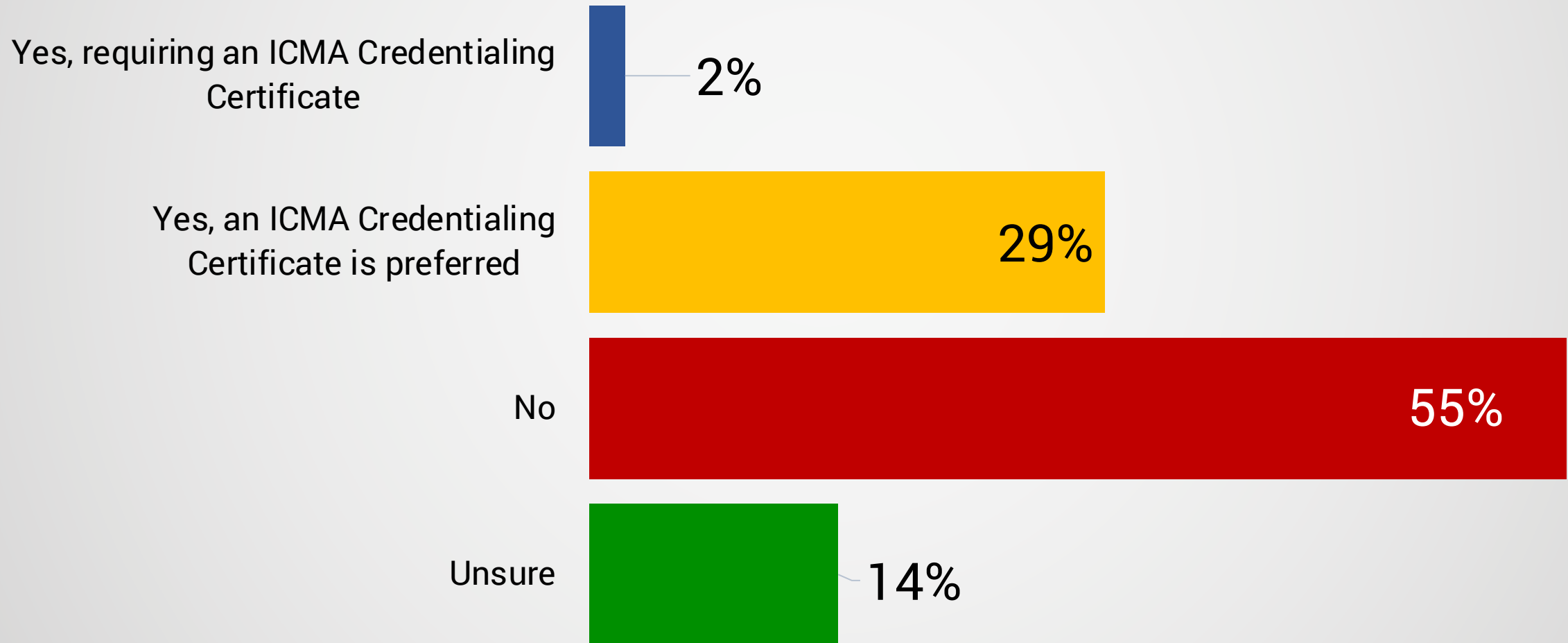
# How important are years of experience to your organization?



# Is your organization currently requiring a Master's Degree for your role, or is it a preferred requirement?



# Is your organization currently requiring an ICMA Credentialing Certificate for the City Manager position, or is it a preferred requirement?



# What specific training or education opportunities would be helpful for CCCMA to provide to advance your career?

**Mentorship programs:** Many respondents expressed a desire for mentorship opportunities, both for career development and for navigating various challenges within city management.

**Leadership development:** Several respondents mentioned the need for programs focused on leadership training, including managing employees, conflict resolution, and facilitating policy development.

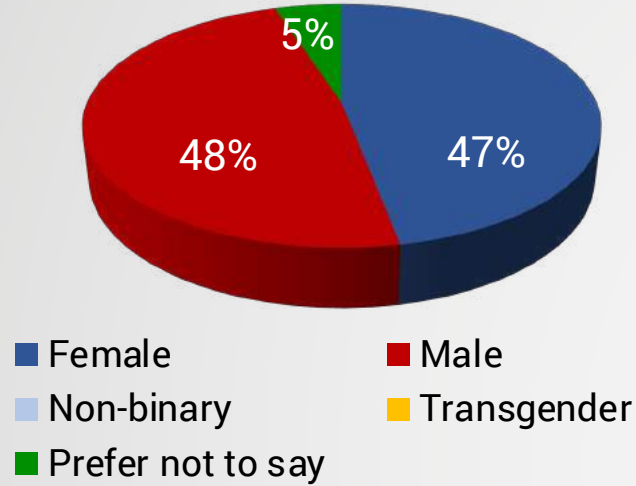
**Budget and finance training:** Budgeting courses, financial management, and assistance with credentialing in finance-related areas were frequently mentioned.

**Networking opportunities:** Many respondents emphasized the importance of networking, both within the CCCMA and with other professional networks, for sharing experiences and knowledge.

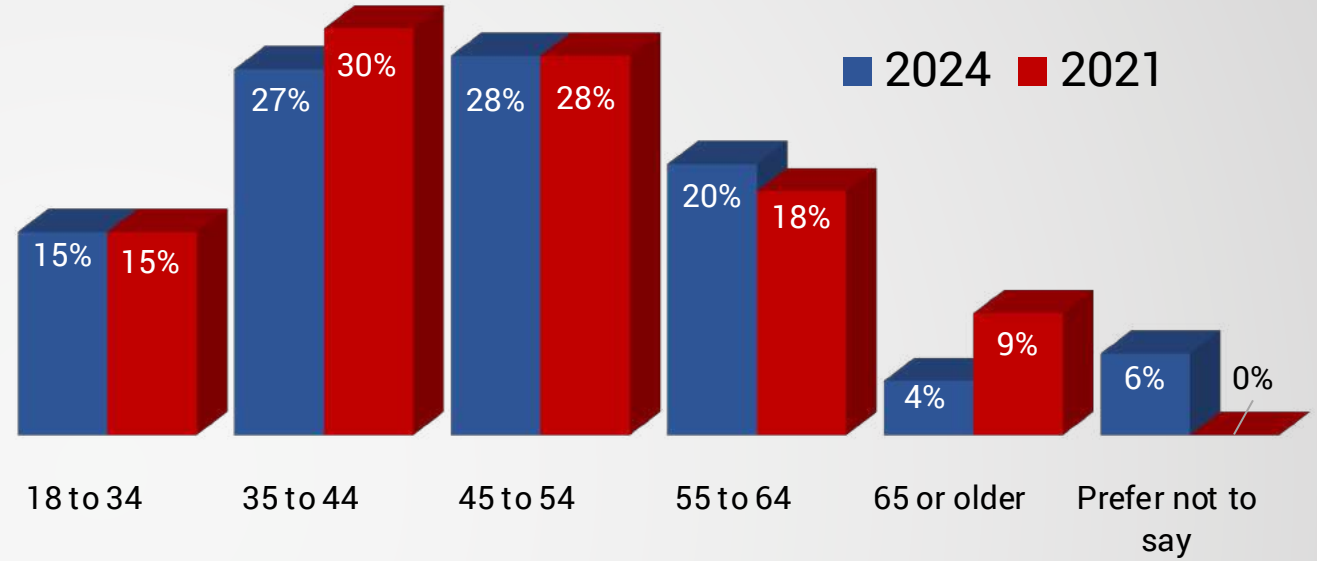
**AI training:** Some respondents specifically mentioned the need for training related to artificial intelligence and its impacts on government, suggesting that CCCMA could offer programs focused on understanding and leveraging AI technology in municipal management.

# Survey Demographics

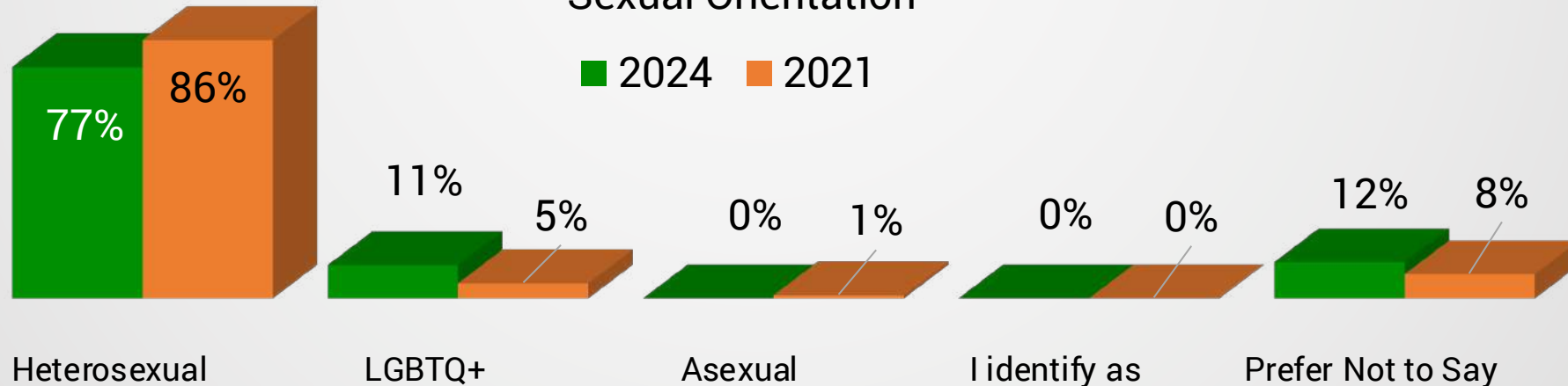
Gender



Age Range

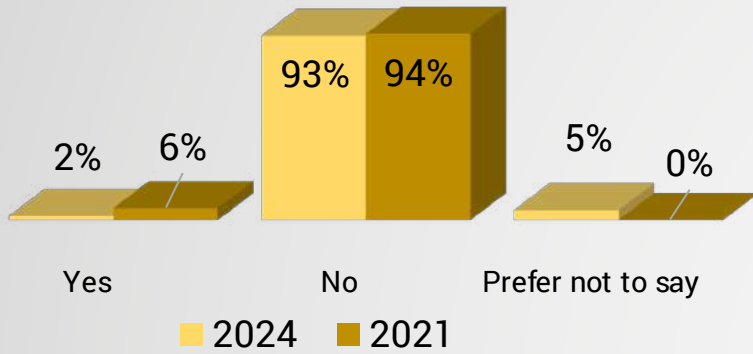


Sexual Orientation

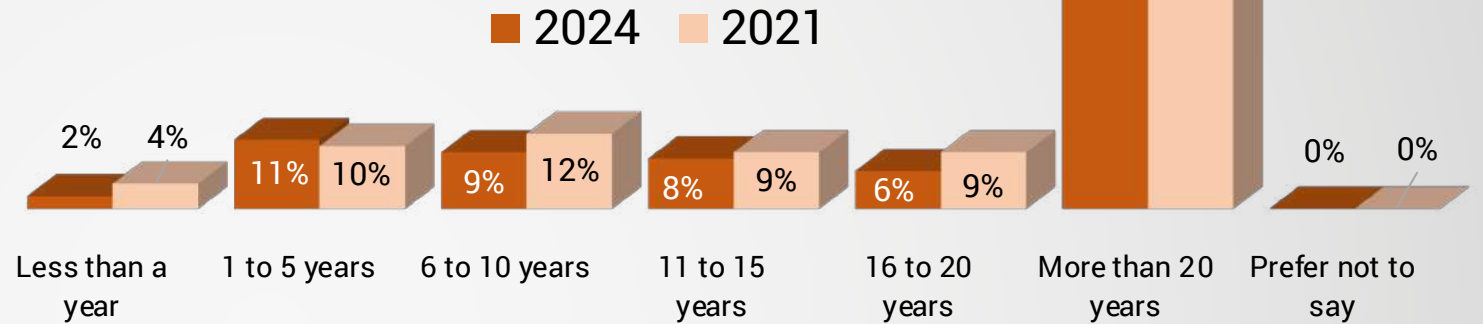


# Survey Demographics

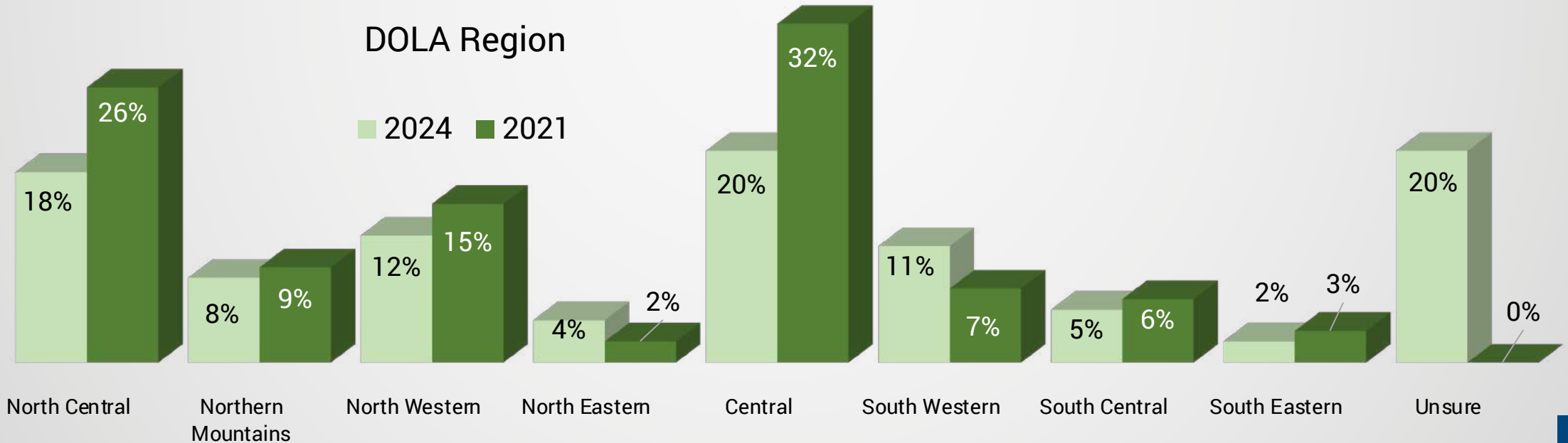
## Veteran Status



## How long have you lived in Colorado?

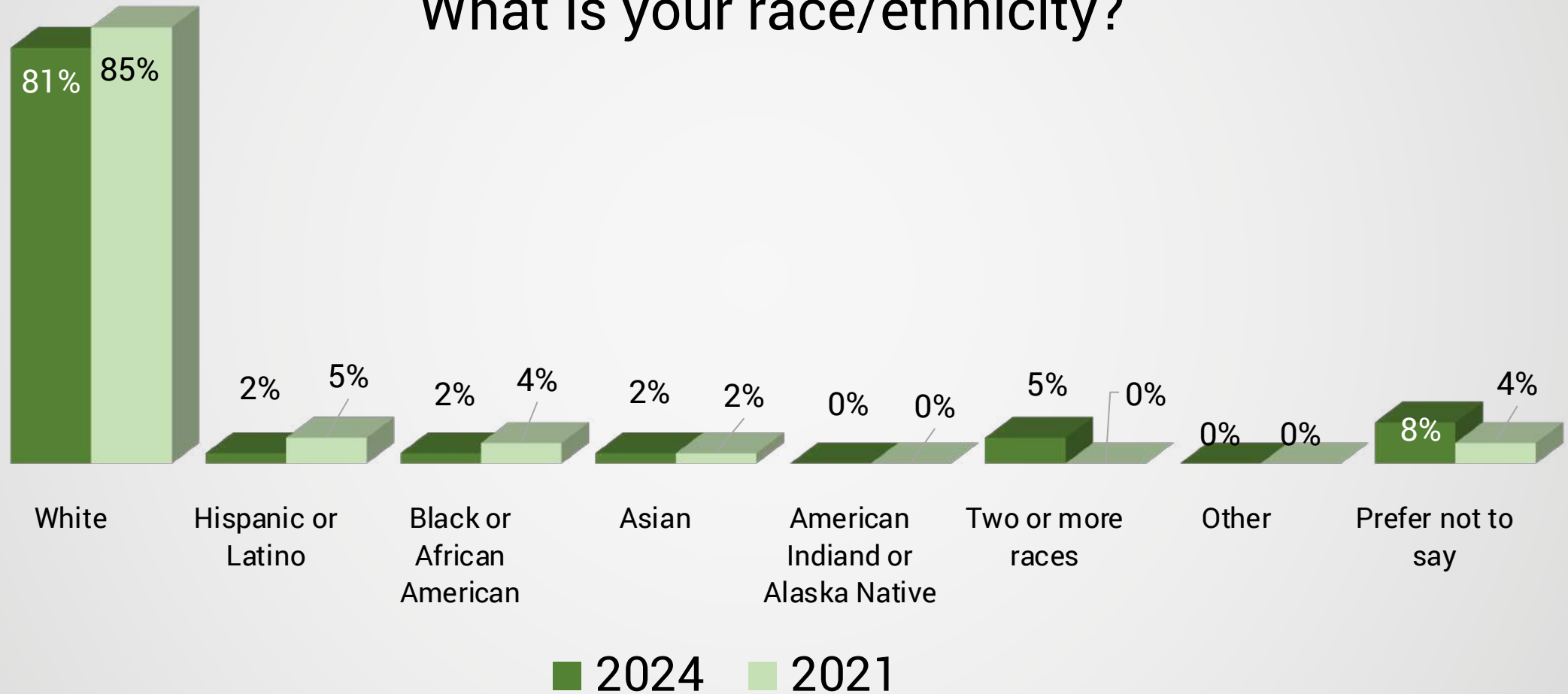


## DOLA Region



# Survey Demographics

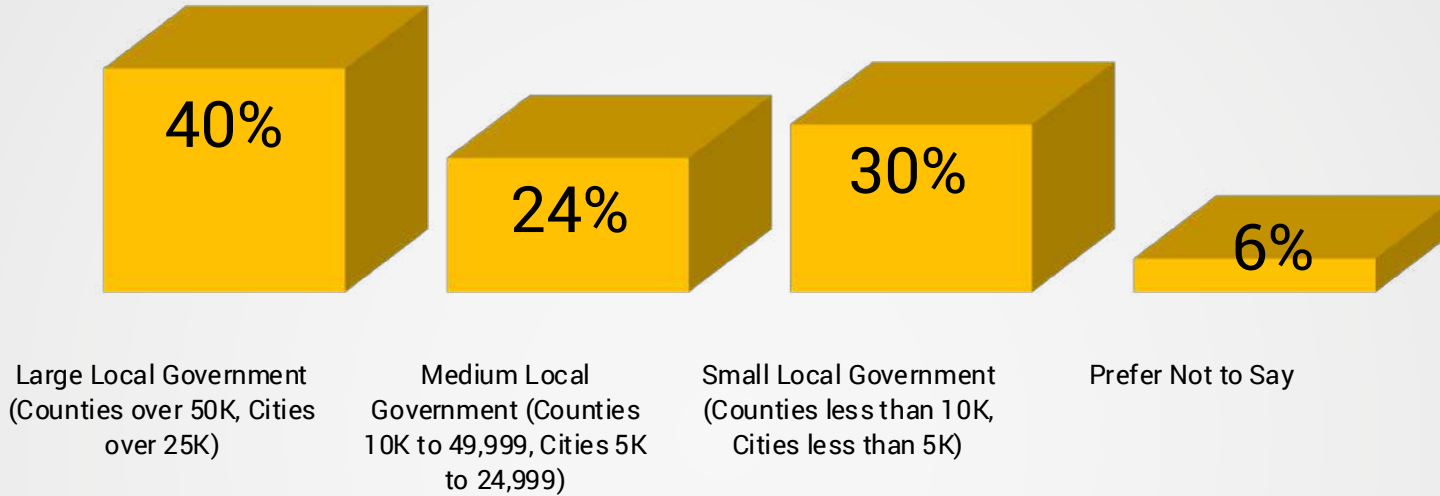
## What is your race/ethnicity?



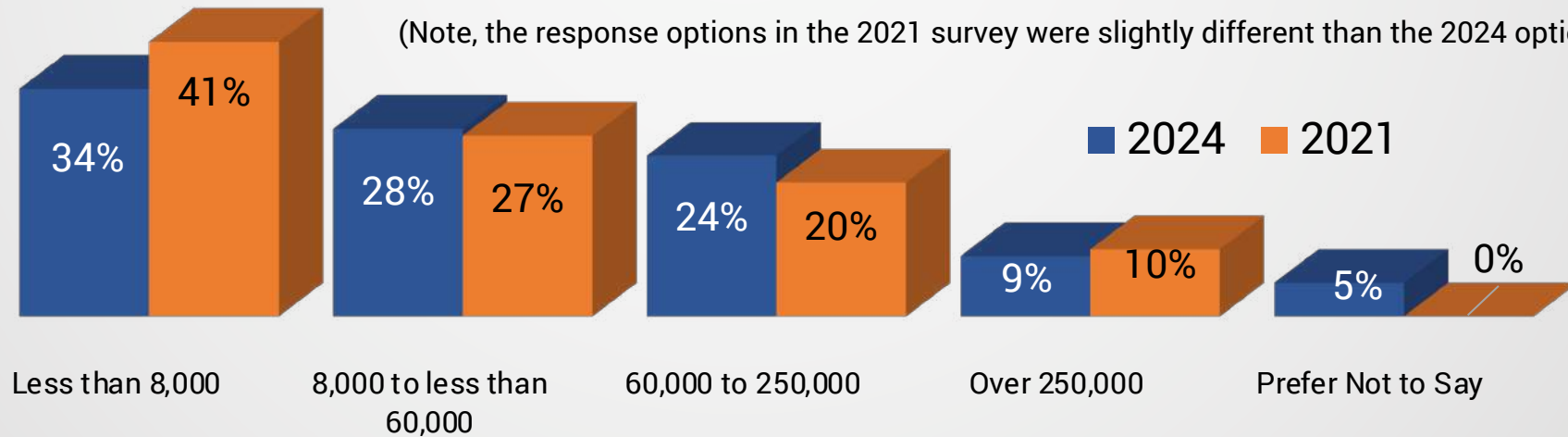


# Survey Demographics

What is your community's CCCMA population classification?  
(This question was not asked in the 2021 survey.)



What is the population of the community in which you serve?  
(Note, the response options in the 2021 survey were slightly different than the 2024 options.)



# Survey Demographics

## What is your role in your organization?



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