

## 2012 Program Report Card: Ethics Education (Connecticut Office of State Ethics)

*Quality of Life Result:* Connecticut residents will have ethical government at the state level.

*Contribution to the Result:* Educate public officials, state employees, lobbyists and other groups about the Code of Ethics to increase awareness of the ethics laws and increase compliance with those laws.

Program Expenditures	State Funding	Federal Funding	Other Funding	Total Funding
Actual FY 11	\$85,000	0	0	\$85,000
Estimated FY 12	\$85,000	0	0	\$85,000

*Partners:* State agency ethics liaisons/compliance officers, Office of Legislative Management, Connecticut Humanities Council, Department of Transportation, media contacts.

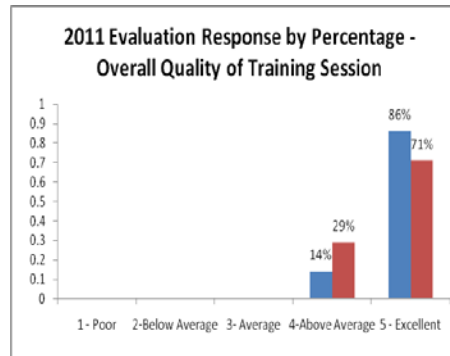
### How Much Did We Do?



**Story behind the baseline:** In-person trainings are dependent upon staff. In parts of 2009 and 2010, the employee responsible for training was on extended family leave. Because of the budget crisis and hiring freeze, the employee's request for a reduced schedule was granted (otherwise, the employee would not have returned and the position would not have been filled at all). The result was a decrease in trainings. While 2011 was on target to reach 2008 levels, the position was vacant for three months (August to November) and, as a result, the number of trainings will once again be low.

Trend: ▼

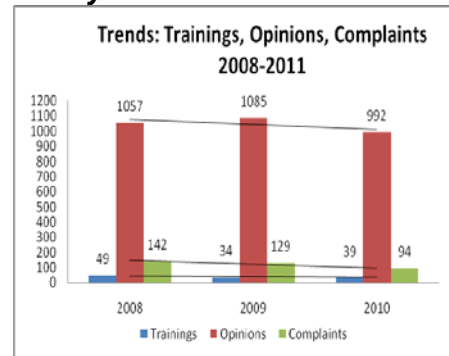
### How Well Did We Do It?



**Story behind the baseline:** Attendees at trainings were asked to complete and submit an online evaluation form. Responses, while limited, are uniformly positive: In 2011, 86% of responses to the rating "Overall Quality of Training Session" were excellent and 14% were above average. In response to the rating "Important and Useful," 71% reported Excellent and 29% reported Above Average. No responses were average, below average or poor. These responses are consistent from year to year.

Trend: ◀▶

### Is Anyone Better Off?



**Story behind the baseline:** Research indicates that knowledge of ethics rules results in more requests for advice and more complaints filed. Requests for advice and complaints are proxies for more compliance and more compliance with ethics rules equals more ethical government. As indicated in the chart above, fewer in-person trainings results in fewer complaints and fewer requests for advice. Thus, compliance with the Code of Ethics and the level of ethical government are also at lower levels than in 2008.

Trend: ▼

### Proposed Actions to Turn the Curve:

Filling the vacant position in November 2011 and setting goals to significantly increase the number of trainings will allow the OSE to further meet its mandate to provide yearly training to all state employees, pursuant to 1-81(a)(5). This will require considerable outreach to schedule trainings. (Note: The OSE also provides online training, streaming videos and DVDs to agency ethics liaisons along with other tools for educating state employees, including monthly liaison up-dates, access to PowerPoint training presentations, educational posters, and plain language guides). Since training drives compliance through requests for advice and filing of complaints, more training sessions are expected to result in greater compliance.

**Data Development Agenda:** The OSE tested online evaluation forms but, because of the limited responses perhaps due to survey burnout, has now abandoned that practice and returned to using paper evaluations. Data from these evaluations will provide a more robust set of data.

Trend Going in Right Direction? ▲ Yes; ▼ No; ◀▶ Flat/ No Trend