

Plenary Notes & Next Steps: Derbyshire compact launch event

Learning and Development notes

Reps in the group covering – Probation, Police, Adult Ed, FE, City Council, County Council, Police, Train to Gain

Issues the PSC approach could help with-

Police – recruiting BE and women, collaborative working, leadership, non – uniformed staff training, exchanges of staff – shadowing

City Council – PSC approach may help dealing with Skills for Life issues

Ageing workforce – succession planning, growing own leaders and managers. City Council workforce development plan shows the issue starkly – whole series of senior managers go at same time. As the structures are flatter and stripped down, there are no clear career development pathways. Partnership working may be the way forward – across children’s services for example

Apprenticeship – young entrants but also adult entrants

Productivity and cost effectiveness – changing thinking

Flexibility of delivery of learning always an issue – cost of training plus cost of release

Contributions to the Compact – Police own leadership programme – might benefit from mixing participants from other agencies. City Council – The Leadership and management programme with Derby Uni leading to a part MBA. Shadowing good practice across Criminal Justice agencies – issues of protocols for confidentiality overcome

Possible that development of “Framework for Achievement” – modular learning programmes could create tailored programme at a range of levels

Environment

Important to bed into local partnership environment and not create parallel/duplicating structures

Other L&D Notes

Concern over whether or not the Compact would be in competition with other partnerships. Compact should work to ensure that their activities are complimentary to other partnerships.

The public perception of “One big monster” of public services should be challenged; this is the opportunity to do that

Positive role models for the public sector need to be identified

Business management skills are needed – especially in the health sector

The sector is a lot closer to the private sector than current perception

Recruitment & Retention Notes

A smaller pool of people to recruit from than the private sector

Preconceptions of low pay/morale/underfunded projects

Quality of the bulk of applicants seems low

Lack of knowledge of opportunities amongst target applicants

Issues that the PSC could help with

Involvement with local colleges & universities

Mentoring & sponsoring graduates to channel them into the public sector

Encouraging workforce mapping

Identify the gaps

Skills for life notes

Achievement of Numeracy & Literacy tests are not representative, leading to an unknown depth of issue. This in turn suggests the extent of the basic skills issues are unknown.

Potential conflict with Derbyshire Learning Partnership. Compact should ensure activities are complimentary to the work of the Derbyshire Learning Partnership.

Issues that the PSC could help with

Embedded skills for life for Public Service is needed

Delivery of numeracy & literacy training by external post-16 training providers could help to address the issue

Apprenticeships notes

Base knowledge of who runs what apprenticeships needs to be established

Encouraging Apprenticeships throughout the sector

Next Steps Ideas

Representation from trade unions

A way achieve high-level representation at steering group meetings is needed to get top level buy-in

Invite some elected members to the steering group. The steering group should ensure that the various categories of organisation that comprise the public sector are all represented.

Pick up some ideas from today for some quick wins. This will establish the group quickly and enhance the group's status.