



The purpose of the Compact is to improve the quality of the public services in the county through effective collaborative workforce development and planning



From the Chair

Welcome to the first e-newsletter of the Derbyshire Public Sector Compact. Since we formed in the Spring of 2007 we have established two Task Groups — a 'Skills Pledge Task Group and a 'Workforce Development' Task Group.

The task groups have been active in implementing actions to address issues of common interest where benefits can be accrued by collaborative working. The main focus of the Skills Pledge group was to stage the successful Skills Pledge Breakfast Briefing in November 2008 that many of you will have attended. The Workforce Development group are working to provide better access for sector employees to relevant professional development opportunities. You will read more about the work of these groups elsewhere in this newsletter.

At our recent Steering Group meeting we decided that we should introduce a Compact 'Members Charter' for organisations to signal their commitment to partnership working. We are well on the way towards making the arrangements to implement this initiative and you will hear more from us about this in the coming months. We hope to develop a powerful collective to influence the way the sector is supported and perceived. We are hoping that all public sector organisations in the county will sign up.

In the summer we established our annual priorities for 08-09. These include, at their heart, commitment to the Skills Pledge and a commitment to supporting the development of collaborative working in the sector. We have set performance targets for the Compact so that we are better placed to measure the impact of our work. The full list of annual priorities are available on the Compact web site: (www.empscompacts.org.uk/derbyshire.asp)

The continued success of the Compact relies on the input from professionals working in the sector. If you wish to contribute to the work of the Compact please email the Compact facilitator Chris Donkin (chris@donkinitex.co.uk).

Many thanks for your support for the Compact

Steve Morton

Workforce Development Fellow, the University of Derby and Chair of the Derbyshire Public Sector



Update from the Workforce Development Task Group

The 'Workforce Development Task Group' was formed in the summer. We set out to work with six organisations and by performing an analysis of their Training Needs Analyses (TNAs) to identify opportunities for collaborative working. The following six organisations submitted data relating to an initial TNAs for their employees: (i) Amber Valley Borough Council; (ii) Chesterfield Borough Council; (iii) Connexions; (iv) Derby College; (v) Derbyshire PCTs and (vi) South Derbyshire District Council. We performed an analysis of the TNAs and our main findings were:

- Skills for Life courses were not prominently flagged
- Short course provision appears to be the main method of meeting individual training needs
- Leadership and Management training was flagged as a significant need for most of the organisations
- In house provision features heavily
- Much of the training is vocational and/or competence specific with many of the courses flagged as a need being mandatory training.
- Much of the training is vocational and/or competence specific with many of the courses flagged as a need being mandatory training.



To follow this up we invited all six organisations to attend a workshop to discuss the findings. The outcome of the workshop was that we are going to pursue the following actions: (a) The Workforce Development Group to explore the possibility of a Team Leader level 3 course to be developed by the sector for the sector; (b) The Workforce Development Group to get access to good practice case studies on Apprenticeship programmes delivered locally to disseminate to the Compact membership; (c) The collaborative arrangement between South Derbyshire District Council & Derbyshire County Council to be written up as a Case Study and made available to Compact members and (d) The Workforce Development Group to collect the various approaches to providing SfL support in the sector and disseminate good practice.

As you will have gathered we have been very busy and we are starting to accrue the benefits of seeing sector organisations working together. We will be meeting again to progress the work above and to explore other areas where collaborative working will be of benefit on Tuesday 10th February. We want to widen the scope of our work to engage with and support many more sector organisations. Why not come and join us? To get involved simply email our facilitator Chris Donkin (chris@donkinitex.co.uk) and he will send you further details.

Hoping to be working with you in the New Year

Jackie Hewlett Davies

Derbyshire Workforce Development Manager and Chair of the Public Sector Compact Workforce Development Task Group



Update from the Skills Pledge Task Group

The Skills Pledge Task Group like the 'Workforce Development' Group was formed in the summer. Initially the Chair was assumed by Elizabeth Wilson (then of the County Council and now working for the University). Elizabeth did a fantastic job in getting the ball rolling and ensuring that we set a performance target that we would encourage and support 10 public sector organisations in the county to commit to the Skills Pledge by the end of March 2009. Elizabeth was also instrumental in establishing that what we needed to do as a priority was to host a 'Skills Pledge Breakfast Briefing' to advise key professionals of the benefits of committing to the pledge and to the complementary Jobs Pledge. Hence in November we hosted the Breakfast Briefing and a report and pictures from this event can be found on pages 4 and 5 of this Newsletter. Unfortunately before the event took place Elizabeth had to relinquish the Chair of the Task Group and I (Chris Donkin) chaired the two subsequent meetings.



The 'Key Messages' from the event are described on the next page and after having absorbed these messages the Group then met to work on how to follow up the interest generated by this event. Working through the list of the public sector organisations in Derbyshire the group identified 11 organisations who the Compact would like to support and hence ensure that they made the commitment to the Skills Pledge. It was acknowledged that many of these organisations had been represented at the Breakfast Briefing and had had their appetite whetted. It was agreed we would contact the organisations and advise them of the support available. Following these initial consultations feedback is to be provided to East Midlands Business (the LSC's approved Skills Brokers) so that they can progress appropriate support. With regard to the Jobs Pledge, the Group noted that the event in November had been useful in terms of raising awareness. We noted that one sector organisation (Derby City Council) has now committed to the Jobs Pledge and that arrangements are now in place to make progress with a further 10 organisations – mostly local authorities.

With 15 sector organisations registering on the LSC database as having made the commitment and a further 6 organisations 'in the pipeline' it became clear when we met in December that our work was nearing completion. It was agreed that the group was constituted as a 'task and finish' group' and that the Skills Pledge Breakfast Briefing had taken us to a point where we had stimulated interest in the Skills Pledge and Jobs Pledge and it was now appropriate to hand over the leads to East Midlands Business and Job Centre Plus. It was agreed that further follow up activity (e.g. an 'action planning' workshop for those organisations recently committed to the Skills Pledge) could be considered by the Workforce Development Group. Hence it was decided that our December meeting was to be our last meeting. It has been a real pleasure to lead the work of this Group and many thanks to those who have actively supported the activities. We feel that we have made a powerful impact in supporting the increase of the number of public sector organisations committed to the Skills Pledge in Derbyshire.

Chris Donkin

Providing facilitation support for the Derbyshire Public Sector Compact



News ... News ... News ... News ... News

News from the Skills Pledge / Jobs Pledge Breakfast Briefing in November

The Derbyshire Public Sector Compact (PSC) held a breakfast briefing on Friday 14th November 2008 at Derby College Conference Centre to urge employers to get to grips with the Skills Pledge.

At the briefing Mick Brown welcomed guests and kicked off the session by introducing the Skills Pledge, explaining what it is all about and how to make it work for your business. Other organisations including Job Centre Plus, Derby Homes, Bolsover District Council, East Midlands Business and Derbyshire County Primary Care Trust each had a slot in the limelight encouraging employers to discover the benefits of Skills Pledge and Jobs Pledge for themselves. Andy Pidluznyj of Job Centre Plus discussed 'What the Jobs Pledge is all about and making it work for you'. 'Signing the Jobs Pledge – Accessing Support for Recruitment' was raised by Annabelle Barwick of Derby Homes with Angela Stansfield of Job Centre Plus. Stuart Tomlinson of Bolsover District Council and Linda Pearson of East Midlands Business covered 'Committing to the Skills Pledge – why we felt it was right to commit' and Amanda Rawlings, HR Director of Derbyshire County Primary Care Trust talked passionately about 'Committing to the Skills Pledge – the benefits we anticipate in accruing from making the Commitment'. A plenary session explored the next steps for interested sector organisations and support available. Nigel Jackson of the LSC chaired the session with Angela Stansfield, Andy Pidluznyj, Linda Pearson and Chris Donkin (Facilitation Support for the Compact) all answering questions from the floor. Over 40 delegates attended the session with 18 different sector organisations giving a clear indication that they want to pursue their interest. The PSC is now working with East Midlands Business to ensure that those organisations who have demonstrated their enthusiasm will now 'sign up' to the Skills Pledge.

Key messages from the event included:

The Skills Pledge is more flexible now. Initial focus has been on improving literacy and numeracy and achieving a base standard of Level 2. However a key change is now to include **everyone** in the organisation. Training and development has become as relevant to degree level managers as it is to workers who have yet to achieve any qualifications.

By investing in its staff the employer will be raising motivation and enabling their staff to become more skilled and competent – leading to a productive successful business.

There is help and support available from a Skills Broker that can provide assistance all at stages of the process.

The Skills Broker can identify sources of public funding that are available – bringing extra resource to the employer.

There is no deadline by which employers must fulfil their Skills Pledge. The time needed will vary according to the needs of the employees.

Linking the Skills Pledge commitment to the Jobs Pledge commitment can help organisations access pre-employment training and mentoring for new recruits.

Benefits accrued by public sector organisations who have committed to the Skills Pledge included:

- Greater security that 'core competencies' were demonstrated by staff
- Individual and Team development
- Improved Staff Morale – Reduced Turnover
- Improved Development Opportunities
- Employer shows a 'Commitment to Support Learning'
- Access to external funding to support learning plans
- The Skills Pledge "Improves Performance & Customer Service"

A sector organisation about to commit to the Skills Pledge cited that making the commitment was encouraging them to pledge to their staff that they intend:

- To provide well-designed and rewarding jobs
- To provide personal development, access to appropriate training for their jobs, and line management support to succeed
- provide support and opportunities for staff to keep themselves healthy and safe
- to engage staff in decisions that affect them and the services they provide

FOR PICTURES FROM THE EVENT TURN TO PAGE 5

To keep up-to-date with the latest news from the Compact visit the web site :

www.empscompacts.org.uk/derbyshire.asp

www.empscompacts.org.uk/derbyshire.asp



Pictures from the Skills Pledge / Jobs Pledge Breakfast Briefing held on November 14th



Mick Brown (the Derbyshire Area Director of the Learning and Skills Council) urges Public Sector employers to 'sign up for success' !



The front half of the Conference Hall with the delegates listening to the presentations. Over 40 people from 18 different employer organisations attended the event.



Committing to the pledge ! From L to R Linda Pearson (EMB), Amanda Rawlings (Derbys County PCT), Andy Pidluznyj (JC+), Angela Stansfield (JC+), Annabelle Barwick (Derby Homes), Nigel Jackson (LSC) and Stuart Tomlinson (Bolsover DC)



Nigel Jackson of the Learning and Skills Council Chairs the plenary session when delegates had the opportunity to ask specific questions about the commitment.

Coming Soon ... Coming Soon ... Coming Soon ...

Meeting of the Workforce Development Task Group - to further explore how to increase access to training by collaborative working (Tues 10th February 2009 Derby College Mackworth). New members welcome - email Chris Donkin (chris@donkinitex.co.uk) to get involved.

Regional Public Sector Apprenticeships Summit : Likely to take place in March 2009. Keep visiting the web site to pick up further information as it becomes available.