



Northamptonshire Public Sector Compact
Newsletter - Issue 1 - September 2008

The purpose of the Compact is to facilitate a collaborative approach to sharing information, promote the exchange of good practice, encourage more people to join the public services sector making it a preferred employment choice, and take action around key issues related to workforce improvement and development in the public services sector in Northamptonshire.

From the Chair

Colleagues



Welcome to the first e-newsletter of the Northamptonshire Public Sector Compact. Since we formed in the Spring of 2007 we have established two Theme Groups—Recruitment & Retention and Learning & Development. These groups are active in continuing to implement actions to address issues of common interest. Latest work from the R&R group includes working with the WBL providers to increase apprenticeship opportunities in the sector. The L&D group are working to identify best practice models of 'Equality and Diversity' training and 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 'Members Charter' for organisations to signal their commitment to partnership working. We are well on the way towards developing a powerful collective to influence the way the sector is supported and perceived and we are hoping that all public sector organisations in the county will sign up.

We have also established our annual priorities for 08-09. These include, at their heart, commitment to the Skills Pledge, developing the basic skills of sector employees and increasing apprenticeships 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 and also the performance targets are available on the Compact web site.

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

Len Closs

Principal of Northampton College and Chair of the Northamptonshire Public Sector Compact Steering Group



Update from the Recruitment and Retention Theme Group

The Recruitment and Retention group have supported the Apprenticeships Event held in July. Since the event we have been involved in supporting arrangements being put in place by NTDP to record and monitor the follow up activity. We are confident that this activity will have a very positive impact on increasing the number of apprentices employed in the sector.

We are making good use of the web site to implement many of our aspirations. For example, we have used the web site to publicise shadowing opportunities available in the sector in the county. We have made available for download an on-line 'Recruitment Brochure' and we have set up a web page to advertise current vacancies available in the sector.



We are supporting the 'Skills Pledge Breakfast Briefing' Event to be staged in October and are looking to play an active role in ensuring that an additional 10 sector organisations commit to the Pledge during 08-09. If you have not yet registered for this event, please consider doing so. Details are on page 4 of this newsletter.

We have discussed the proposed Members' Charter and have made an input into the framing of the document. We are supportive of the Charter and the introduction of performance targets to measure the impact of the work of the Compact.

We are always looking for new members to help us to work together to address issues of common interest and concern. Why not join us? To get involved please contact Chris Donkin the Compact facilitator via email (chris@donkinitex.co.uk). Our next meeting is on Tuesday 18th November at 10.00 am.

I hope to be working with you soon.

Dianne Panter

Workforce Development Manager NHS and Chair of the Recruitment and Retention Theme Group



Update from the Learning and Development Theme Group



The Theme Group have continued to develop and implement a set of actions that are designed to provide 'collaborative working' solutions in addressing areas of common interest from the training agenda. A brief outline of our current activities is provided below:

A list of all the courses for adults offered by the three FE colleges and the University has been sourced and this has been distributed to our membership and posted on the Compact web site.

The Group are accommodating an 'Approaches to Equality and Diversity training' seminar at our next meeting. We will be collating the key messages from this gathering and distributing via email and posting them on the web site.

We are working on a scheme to make available places on 'in-house' courses widely known to Training managers in the sector so that we can work together to address training needs.

We received a 'good practice' presentation from Tresham Institute detailing how they provide Skills for Life (SfL) training in the workplace. We are currently working on how to disseminate this practice more widely so that sector organisations can access LSC funded SfL training.

As with our colleagues in the Recruitment and Retention group, we too have discussed the proposed Members' Charter and have made an input into the framing of the document. We are supportive of the Charter and the introduction of performance targets to measure the impact of the Compact's work.

To get involved with our work, please contact the Compact facilitator Chris Donkin via email (chris@donkinitex.co.uk) and Chris will be pleased to let you know when we meet next and how you can make a contribution.

Best wishes and I hope to be working with you soon

Sue Fairbrother

Learning and Development Design Manager of Northamptonshire Police and Chair of the Learning and Development Theme Group



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Compact to encourage sector organisations to sign the Skills Pledge

**THE PUBLIC SECTOR COMPACT SKILLS PLEDGE BREAKFAST BRIEFING
FREE TO COMPACT MEMBERS—PRESENTED by COMPACT MEMBER
ORGANISATIONS WHO HAVE MADE THE COMMITMENT 21st Oct 2008**

Committing to the Skills Pledge has now been flagged as one of our Annual Priorities. We are looking for 10 more sector organisations to make the commitment before the end of March. To help support those organisations who are considering 'taking the Pledge' we are hosting a **FREE** Skills Pledge Breakfast Briefing at the Sunley Management Centre in Northampton on the 21st October.

To register for this event simply email Chris Donkin (chris@donkinitex.co.uk) and he will book you a delegate place.

Compact plays a leading role in increasing the number of apprentices in the public sector

The Compact staged a very successful event in August to promote apprenticeship opportunities within the sector. Lord Digby Jones, the Minister of State for Trade and Investment made a powerful contribution to this event with a rousing speech outlining the positive impact of the apprenticeship initiative. Dale Willis, director of NTDP, closed the event by calling on those present to help bring more apprenticeships into the sector. The Compact is looking to support the introduction of a further 80 apprentices into the sector this session.



As a result of this event, we understand that more than 20 additional apprentices are now employed in the sector. A picture from the event is shown above.

*To see the Compact's Action Plans visit the Northamptonshire
Public Sector Compact web site :*

www.empscompacts.org.uk/northamptonshire.asp

To contribute to the work of the L & D Theme Group or the R & R Theme Group why not attend the next meeting the dates of which are advised on the web-site. Email Chris Donkin to confirm your attendance. All interested professionals working in the Public Sector welcome. (chris@donkinitex.co.uk)

www.empscompacts.org.uk/northamptonshire.asp