



The five Compacts across the East Midlands seek to bring together public sector employers so that they can collaboratively address workforce development and recruitment issues.

The East Midlands Public Sector Compacts – Newsletter May 2009

The Compacts in 2008-09

Colleagues,

Over the last year the Compacts in the East Midlands have really taken root. Following successful Launch Events in January 2007, key stakeholders within the public sector formed a Public Sector Compact in their county. Each Compact draws on best practice from the Leicestershire model, but is unique based upon the distinct characteristics of each county.

Each Compact is set up in a similar way. Each has a Steering Group and is supported by Theme Groups – more information about the work of the Steering Groups and the Theme Groups can be found on the following pages. The Compacts always welcome new members and new ideas. Contact Compact facilitator Chris Donkin if you are in Notts, Derbyshire, Northants or Lincs & Rutland (chris@donkinitex.co.uk) or Becky Bridges (rbridges@llclp.org.uk) if you are in Leicestershire to declare your particular interest.

Chris Donkin (Providing facilitation support for the Public Sector Compacts in the East Midlands)

News from the Steering Groups

The Steering Groups have set different agendas depending on local circumstances and local need. However, there are some common threads. All of the Compacts are seeking to increase Apprenticeships in the Public Sector, extend access to 'Skills for Life' provision for sector employees and promote commitment to the Skills Pledge. Some of the different approaches employed by the various county based Compacts are described below



The Steering Group in Leicestershire is Chaired by Howard Robinson (pictured left) the Community Safety Director of the Leicestershire Fire and Rescue Service. The Compact has been in existence since 2005 and Howard is looking ahead: *"The ability to share best practice on recruitment, retention of staff and on the training and development of staff to ensure that the public service becomes people's first choice for employment is crucial to our success in the future"*. During 08-09 the Leicestershire achievements have included establishing a 'shadowing opportunities' web site, developing tailored training courses and organising and delivering a series of good practice seminars. To jump on board and reap the benefits of collaborative working email rbridges@llclp.org.uk



The Steering Group in Lincolnshire and Rutland is Chaired by Nigel Howells (pictured left) the Chief Executive of East Lindsey District Council. During 08-09 the Compact's achievements have included effective promotion of graduate recruitment, linking the drive to increase Apprenticeships in the sector with the 'Positive About Young People' initiative and introducing a members' charter to ensure top-level 'buy-in' to the work of the Charter. The Compact has over 300 key professionals engaged with the work and is looking towards 09-10 with enthusiasm.



The Steering Group in Derbyshire is Chaired by Steve Morton of the University of Derby (pictured left). The work of the Compact in 08-09 has majored on 'workforce development'. The Compact has hosted a series of good practice events – some formal, some informal workshops and all have been well attended and well received. The focus has always been on sharing local examples of good practice within the sector more widely. East Midlands Business, Job Centre Plus, the LSC, local authorities, the health service and the local FE fraternity have all given their time and resources freely to support the sector. *"More of the same in 09-10"* says Steve !



The Steering Group in Northamptonshire is Chaired by Len Closs (pictured left) the Principal of Northampton College. The Compact met its declared performance targets set around increasing Apprenticeships and securing commitment to the Skills Pledge. In addition, the Compact is interested in ensuring that the sector continues to honour a commitment to workforce development and provides high quality services in times of recession. The Compact is currently considering its priorities for 09-10. Join the debate and get involved.



The Nottinghamshire Compact has recently been re-invigorated with new Chair Marje Toward the Acting Service Director of HR at Nottinghamshire County Council (pictured left) picking up the reins. Marje is keen to get professionals from all areas of the public sector involved in the work and her Steering Group have recently established two Theme Groups to help them address issues of common interest and concern. Uniquely the Notts Compact has a major focus on the procurement issue.

All information relating to Compact activity can be found on the web site. Here you can access the Compact's Action Plans, download minutes of the Steering Group and Theme Group meetings and access resources that are of interest to key professionals working in the sector.

Please bookmark the site and keep visiting !

www.empscompacts.org.uk

News from the Theme Groups around the counties

Each Steering Group is supported by two Theme Groups. In Leicestershire, Lincs & Rutland and Northamptonshire the Theme Groups focus on issues that can be addressed by collaborative working in the “Recruitment and Retention” and “Learning and Development” areas. In Derbyshire they initially established a “Workforce Development” Theme Group and a “Skills Pledge” Task and Finish Group. The ‘Pledge’ Group no longer meets as they achieved their primary goal of getting most of the county based sector organisations to commit to the Skills Pledge. In the recently re-invigorated Nottinghamshire Compact they also have a ‘Workforce Development’ Theme Group but uniquely also have a Procurement Theme Group who are looking at widening the training and employment opportunities in the county by collaborative approaches to procuring goods and services from the private sector. Some of the many people who have made a contribution to the work of the Theme Groups over the last two years are shown below ...



Mike Crosby – Economic Development Director at the L&R LSC and Chair of the Lincolnshire and Rutland Recruitment and Retention Theme Group



Derrick Brown of Job Centre Plus East Midlands and formerly the Chair of the Lincolnshire and Rutland Recruitment and Retention Theme Group



Paul Collins Director of Business Development at Boston College and Chair of the Lincolnshire and Rutland Learning and Development Theme Group



Jackie Hewlett-Davies (with Phil Hope MP) the Chair of the Derbyshire Workforce Development Theme Group and Workforce Development Lead for the NHS in Derbyshire



Linda Pearson of East Midlands Business – Leading Player in the ‘Skills Pledge Task and Finish Group’ in Derbyshire



Angela Stansfield – Leading Player in the ‘Skills Pledge Task and Finish Group’ in Derbyshire



Dianne Panter Workforce Development Manager for the NHS in Northants and Chair of the Northamptonshire Recruitment and Retention Theme Group



Sue Fairbrother the Learning & Development Manager of the Northants Police and Chair of the Northamptonshire Learning and Development Theme Group

Also .. not forgetting ...

Many thanks to

Christine Bullock of South Leicestershire College who is the Chair of the Learning and Development Group in Leicestershire

Ruth Auton of Leicestershire and Rutland PCT who is the Chair of the Recruitment and Retention Group in Leicestershire

Pete Smith of Nottingham City Homes, the Chair of the Procurement Theme Group in Nottinghamshire

Sue Hepworth the Workforce Development Lead for the NHS in Notts and the Chair of the Nottinghamshire Workforce Development Theme Group.

Great help and assistance from the Learning and Skills Council

The Compacts are 'for the sector – by the sector'. However, with the focus on workforce development and recruitment it was clear from the outset that the activity of the Compact would be thematic with the wider aims of the LSC. Each Compact has been supported by the local area office of the LSC. The support has been both generous and effective with LSC professionals making it 'their business' to make sure that the Compacts survive and prosper. The facilitating agencies (DonkinITEX and Leicestershire and Leicester City Learning Partnership) have had great support from LSC colleagues when working with sector professionals to 'make it happen'. Below we acknowledge the contribution of the 'key contacts in each county.



Lynne Alexander an Economic Development Adviser at the Lincolnshire & Rutland LSC has been a great supporter of the Compact ever since it was launched. Lynne has been instrumental in ensuring that the L&R Compact regularly hosts Good Practice Events and Seminars – seven so far and counting !



Cheryl Roberts an Economic Development Adviser at the Derbyshire LSC. Cheryl Supported the launch of the Derbyshire Compact when it was introduced in late 2006 and intervened to ensure that it remained vibrant when activity had dropped off a bit in 2007. Seen left eating an imaginary sandwich.



Michael Nicol the Economic Development Manager at the Nottinghamshire LSC was largely responsible for starting the re-invigoration process for the Nottinghamshire Public Sector Compact. He continues to support the work. Michael has a particular interest in the 'procurement' issue and is looking to the Notts Compact to lead the way with this work and hopefully help other counties to follow.



Clare Reynolds an Economic Development Adviser Northamptonshire LSC has been a great supporter of the Compact ever since it was launched. Clare worked closely with NTDP (the first facilitating agency for the Northants Compact) in 2007-08 and in 08-09 has provided great (and much appreciated) support for DonkinITEX to facilitate the work.

Thanks also to Christine Hibbard and Giles Holmes of the LSC for supporting the Compact in Leicestershire. Many thanks too to Eryl Prentice of the LSC Regional Office for her support for the Compacts across the East Midlands and ensuring a coordinated approach.

The Facilitating Agencies – Supporting the Compacts



Each Compact enjoys the support of a facilitating agency. In Notts, L&R, Derbyshire and Northants the agency is DonkinITEX and in Leicestershire the support is provided by Leicestershire and Leicester City Learning Partnership (LLCLP). Chris Donkin of DonkinITEX and Ray Flude the Manager of LLCLP are pictured left and right respectively. The agencies supply administrative support for the meetings, maintain the web site and provide professional input to promote the wider Compact activity. To get involved in the work of your Compact, contact the facilitators by emailing either chris@donkinitex.co.uk or rbridges@llclp.org.uk



Around the counties – some great ‘Good Practice’ Events in 2008-09

The Compacts have always hosted Dissemination Events and this aspect of Compact working has been well received by professionals who appreciate the opportunity to hear of good practice elsewhere in the sector and also to network with colleagues. Here are a few photos from some of the events hosted by the Compacts in 08-09.



The Northamptonshire Compact hosted a very successful Apprenticeships Event in July 2008. The keynote speaker was Lord Digby Jones (seen above in full flight) who was at the time of the event the Minister of State for Trade and Investment. The event sought to link public sector organisations with training providers. NTDP (the WBL umbrella organisation in Northants) followed up interest stimulated by this event and it has been calculated that 80 new Apprentices have been employed as a result of the Compact staging this event.



In Lincolnshire and Rutland there has been a focus on Good Practice Events right from the launch of the Compact. Steering Group Chair Nigel Howells typically Chairs these events and they are always well supported and well received. Above left Nigel (on right) is hosting the Xmas Celebration Event held in Dec 2008. pictured with him are the main contributors that evening including colleagues from the TUC, the University and the WBL fraternity. Above right Paul Collins (the Chair of the L&D Theme Group) is leading a workshop.



A major focus of Compact working in 08-09 has been the promotion of the Skills Pledge. “Skills Pledge Breakfast Briefings” were held in three counties. Above left Liz Searle the Area Director of the LSC in Northants congratulates Tresham Institute, Corby Borough Council and Connexions on making the Pledge. Above left in Derbyshire the Briefing featured contributions from EMB, JC+, Derby Homes and NHS Derbyshire. Colleagues from these organisations are pictured with Nigel Jackson (2nd from right) of the LSC.

Around the counties –more great ‘Good Practice’ Events in 2008-09



The re-invigoration of the Nottinghamshire Public Sector Compact started in earnest on the 6th March 2009 when the Compact hosted a ‘Working Together’ Event at Notts County FC. Two photos from the event are included above. Left we see Mick Brown the Area Director of the LSC studying the delegate pack and on the right we see the new Steering Group Chair Marje Toward of Nottinghamshire County Council calling colleagues to action.



The Leicestershire Compact held an event during 08-09 to acknowledge and celebrate the achievements of the Compact. Above right the delegates (almost 200 of them !) are registering and networking. A big feature of Compact working in Leicestershire is the hosting of training events tailored to the needs of the sector. Above left we see one such session in progress.

Coming Soon Coming Soon Coming Soon Coming Soon

Meetings of the Compacts that are coming up in the next few weeks include:

Derbyshire

Workforce Development Theme Group Meeting - Wednesday 10th June (PM) Ripley

Steering Group Meeting - Wednesday 1st July (PM) Derby

Leicestershire

Steering Group Meeting - Wednesday 3rd June (AM) Leicester

Learning and Development Theme Group Meeting – Friday 12th June (PM) Wigston

Recruitment and Retention Theme Group Meeting – Thursday 25th June (AM) Leicester

Lincolnshire and Rutland

Recruitment and Retention Theme Group Meeting – Tuesday 9th June (PM) Lincoln

Learning and Development Theme Group Meeting – Wednesday 10th June (AM) Lincoln

Steering Group Meeting - Thursday 9th July (AM) Grantham

Northamptonshire

Recruitment and Retention Theme Group Meeting – Tuesday 9th June (AM) Northampton

Learning and Development Theme Group Meeting – Thursday 11th June (AM) Northampton

Steering Group Meeting - Tuesday 30th June (PM) Wootton Hall Police HQ

Nottinghamshire

Workforce Development Theme Group Meeting – Tuesday 30th June (AM) Pleasley Vale

Procurement Theme Group – Friday 10th July (AM) Bilborough

Steering Group Meeting – Friday 10th July (PM) Nottingham

To get involved please email either chris@donkinitex.co.uk or for the Leicestershire Compact rbridges@llclp.org.uk