

*The mission of the Compact is for the public sector organisations in Lincolnshire and Rutland to work together to address the particular challenges that face the public sector in the two counties. These include; (i) issues associated with recruitment and retention affected by rurality, (ii) low level of skills in some public sector organisations and (iii) difficulties in ensuring that the sector is responsive to the changing population profile in Lincolnshire and Rutland.*

## From the Chair

### Colleagues



The Compact is now moving into its third year and recently we held a Christmas Celebration Event to both recognise our achievements thus far and provide an opportunity for our members to help shape the activity of the Compact for 09-10. I was happy to report at the event that in addressing our annual priorities (i) We now have (excluding schools) 10 public sector organisations committed to the Skills Pledge and that six of

these have signed after we staged our 'Skills Pledge Breakfast Briefing' in March; (ii) there has been an increase of (at least) 33 apprentices employed in the public sector since April; (iii) we are supporting pilot activity in three sector organisations to increase access to Skills for Life training and (iv) are actively exploring potential models of tailored 'Leadership and Management' training for the sector.

In addition to these achievements we have also been active in many other areas where we feel that collaborative working can bring efficiency and productivity gains to sector organisations in addressing training and recruitment issues. Specifically at the Christmas event I was able to feed back that: (i) we have linked our priorities with LAA delivery plans to encourage and develop a 'joined up' approach to improving the skills profile of the area; (ii) we have supported initiatives to improve graduate recruitment and retention in the sector in the two counties; (iii) we are actively supporting the 'Positive About Young People' scheme; (iv) we have supported the work of JC+ to develop 'Local Employment Partnerships' and indeed 11 of our member organisations have now made the 'Jobs Pledge' and (v) we have embedded our Members' Charter and we now have 17 organisations committed to working together to address the particular challenges that face the public sector. At the Christmas event we also accommodated interesting presentations on how we can progress those who are labelled as 'NEET' into employment in the sector and how the TUC UnionLearn can support apprentices employed in public service. These are issues that we may want to develop activity to address in the coming months. We are also interested in how the Compact can lead collaborative work to ensure that the sector continues to provide high quality services locally in times of recession. The planning for 09-10 will continue at Theme Group level and the Chairs of these groups (see reports on Theme Group activity elsewhere in this newsletter) always welcome new members and so why not get involved.

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](mailto:chris@donkinitex.co.uk)). Many thanks for your support for the Compact

**Nigel Howells**

*(Chief Executive of East Lindsey District Council and Chair of the Lincolnshire and Rutland Public Sector Compact Steering Group)*



## Update from the Recruitment and Retention Theme Group

As many of you will know I took over the Chair of the Recruitment and Retention (R&R) Group from Derrick Brown in September. Hence this is my first update for the newsletter.

The R & R group held a 'one-off' planning meeting in October to scope out a set of new actions for the group to specifically address the annual priorities of the Compact. Proposed new actions included activity designed to encourage more organisations to commit to the Skills Pledge and support the increase of apprentices employed in the sector.



As Chair, and on behalf of the group, I have been involved in a piece of work to ensure that the Compact's aims and priorities are aligned to the those set out in the 'Improving Skills and Conditions for the Economy' section of the Local Area Agreement (LAA)

The Theme Group have been represented at Careers Events and members of the group have used Compact promotional material at these events to promote the sector.

Greater awareness and use of the Lincolnshire and Rutland Public Sector website has been promoted to make more young people in particular aware of the employment opportunities. To make the vacancies page more accessible we have established a new gateway via : [www.publicservicejobs.org.uk](http://www.publicservicejobs.org.uk) . Since the last Newsletter published in September we have worked with education and training providers to ensure that their clients are aware of this facility and have produced and deployed flyers advertising the site.

The R&R Group are continuing to work with agencies supporting migrant workers. We have established an ongoing dialogue that is promoting solutions as to how we encourage and communicate the opportunities available to skilled migrant/foreign nationals. The next planned activity in this area will involve a Theme Group member attending a 'Community Leaders Migrant Working Forum' in January to promote the benefits of working in the sector.

The R&R Group established a discreet action plan to address the issue of graduate recruitment and retention in the two counties. The most significant action on the plan promoted a breakfast event to disseminate information to employers about the range of initiatives available to them to support graduate recruitment and to inform them of the support available to them to help them recruit and retain graduates. The event is now in the 'advanced planning stage' and will take place at the Admiral Rodney Hotel in Horncastle on the 30<sup>th</sup> January 2009. Draft agenda now available and Chris is starting to take bookings !

The Group are now much more closely aligned to (and aware of the work of) the Learning and Development Theme Group. We are sharing the workload with respect to addressing annual priorities of shared interest. Also we have worked with the L&D Group to ensure that the Compact has a single action plan.

*Mike Crosby (Economic Development Manager for Lincs & Rutland LSC and Chair of the Recruitment and Retention Theme Group)*



## Update from the Learning and Development Theme Group



Hello everyone and may I take this opportunity to wish you all the very best for 2009. The Learning and Development Theme Group have continued to be very active since I made my contribution to the September Newsletter.

The Theme Group held a 'one-off' planning meeting in November to scope out a set of new actions for the group to specifically address the annual priorities of the Compact. Proposed new actions included activity supporting greater access to Skills for Life training at the workplace, exploring new approaches to Leadership and Management Training for the sector and promoting non-qualification learning courses to sector employees.

The Group is also supporting the work around encouraging sector organisations to commit to the Skills Pledge. In the next phase of activity we will be working with Lincolnshire County Council and East Midlands Ambulance Service (local sector organisations who made the commitment some time ago) and compiling 'case studies' describing their positive experience.

The Theme Group representative (Karen Austin of the Health Service) continues to regularly attend the county wide 'Lincolnshire Diversity Partnership' meetings and provides feedback for the L&D Theme Group. Recently she reported that the Equality and Diversity (E&D) 'industry' is in boom. She noted that there is now a shortage of E&D practitioners in Lincolnshire and that E&D vacancies are becoming progressively more difficult to fill.

We are working with UnionLearn and a number of sector organisations to pilot the 'Test The Workplace' scheme to stimulate interest in literacy and numeracy training.

The Theme Group recently commissioned a short email survey of the HR and Training Managers in the sector to explore models of Leadership and Management training wanted by and appropriate for the sector. A summary of the output from this survey is attached to this report. As a result of this survey the Compact is to try to access regional funding and embark on further scoping of what is required with a view to offering tailored provision for the sector in 09-10.

The Group are now much more closely aligned to (and aware of the work of) the Recruitment and Retention Theme Group. We are sharing the workload with respect to addressing annual priorities of shared interest. Also we have worked with the R&R Group to ensure that the Compact has a single action plan.

***Paul Collins***

*Director of Business Development at Boston College and Chair of the Compact's Learning and Development Theme Group*

## News ... News ... News ...

### Just Gone ! .....

On the 17th December the Compact held it's first 'Christmas Celebration Event'. In addition to hearing an update on our successes and achievements from our Chair, the event also featured presentations on how the sector can do more to employ 'NEET' youngsters and how a new TUC Unionlearn project can help improve retention and achievement rates of apprenticeship programmes by offering coaching & mentoring support.

Workshop time at the event allowed delegates to explore: (i) how our work fits with the LAA; (ii) what sort of Leadership and Management Programmes we would like made available; (iii) recruiting graduates—the benefits and pitfalls and (iv) how sector organisations can access T2G training programmes. The picture opposite is of the main contributors to the event. More pictures from the event are shown on page 5.



*From left to right the picture above shows Janet Farr (NEET presenter and Director of CG Partnership, Mick Brightman (TUC Unionleran), Lynne Alexander (LSC), Paul Collins (Boston College) Mike Crosby (LSC), Sara Crosby (University of Lincoln), Chris Donkin (Compact facilitator), Suzanne Turnbull (Lincoln College and the Work Based Academy) and Nigel Howells (East Lindsey District Council and Chair of the Compact Steering Group)*

### Coming Soon ...

#### **Graduate Recruitment : A Free Compact Event** *(supported by Lincolnshire Enterprise)*

The Compact is to host a Breakfast Briefing 'What Graduates Can Do For You !' at the Admiral Rodney Hotel Horncastle on the 30th Jan 09. There will be contributions from the OU, the University of Lincoln. 'HotProspects', the LSC and Guideline Career Services. The event will be Chaired by Nigel Howells. You will receive more details by email soon. To book a delegate place email simply email Chris Donkin ([chris@donkinitex.co.uk](mailto:chris@donkinitex.co.uk))

*To see the Compact's Action Plan and to keep right up to date with latest news from the Compact visit the new and improved L&R PSC web site :*

**[www.empscompacts.org.uk/landr](http://www.empscompacts.org.uk/landr)**

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 will be 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](mailto:chris@donkinitex.co.uk))

## More pics from the Christmas Celebration Event



Janet Farr explaining the issues for the sector in supporting those labelled as 'NEET'



The Main Presenters : Janet Farr (CG Partnership) , Mick Brightman (TUC) and Nigel Howells (ELDC)



The Workshop facilitators : Suzanne Turnbull (Lincoln College, Sara Hobson (the University of Lincoln), Mike Crosby (LSC) and Paul Collins



Delegates listening to the presentations. From left to right : Lisa Cargill, Nicola Marshall and Rachael Hosking



Paul Collins of Boston College leads a workshop on tailored Leadership and Management Training for the sector



Workshop Time ! Jan Mehmet of Lincs County Council in earnest discussion with Jenny Stainton and Hev Bingley of East Midlands Business