

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

Our two established Theme Groups (Recruitment & Retention and Learning & Development) are continuing to implement actions to address issues of common interest. Latest work from the R&R group includes a survey on how best we can communicate vacancies, addressing the issue of Graduate recruitment and working to extend opportunities for migrant workers within the sector. The L&D group are working to increase apprenticeship opportunities and they have also recently received a presentation from South Leicestershire College on their Diploma in Public Service Leadership with a view to introducing tailored leadership training for the sector in our two counties.

At the Steering Group meeting in June we decided that we should introduce a 'Members Charter' for organisations to signal their commitment to partnership working. Many organisations have 'signed up and we feel we are incrementally developing a powerful collective to influence the way the sector is supported and perceived. We have also established our annual priorities for 08-09. These are around 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. Our work has been recognised regionally and on behalf of the Compact I will be making a contribution to the Regional Public Sector Skills Challenge Seminar at the end of this month in Leicester to tell others of our positive experience of collaborative working.

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

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

The R & R group received a presentation about the Shell Step project currently being run by Success Matrix which seeks to place 2nd year graduates with local employers in the summer time on specific projects. The R&R group have agreed that this opportunity will be more widely publicised across the Compact. Following this discussion it became clear that there were other initiatives that we could support. A sub group has been formed to look more widely at the issue of graduate migration and this group has established an action plan to address this issue. Central to this plan is to hold a dissemination event to advise the sector how they might get support to address the issue.

The theme group welcomed Janette Goodchild to the group, and have agreed to look at how we can utilise Positive About Young People (PAYP) to support 3 key themes of this group, increase the number of young people entering the sector, increasing the number of Apprenticeships and increasing the newly qualified graduates employed in the sector.



As part of the above process the theme group will seek to deliver a good practice guide for those looking to recruit, pulling together the details about each new initiative and how it can support their recruitment process along with key contact points to find more details. The Group also welcomed Jurgita Pranculyte from the TUC Union Learning who has agreed to lead a task force looking at how we encourage and communicate the opportunities available to skilled migrant/foreign nationals.

We always welcome new members to the group. To participate and to help us to collaboratively address issues associated with recruitment and retention affected by rurality, please contact the Compact facilitator Chris Donkin— chris@donkinitex.co.uk

Derrick Brown – Area Manager for Job Centre Plus

August 2008



Update from the Learning and Development Theme Group



The Theme Group is supporting the work around encouraging sector organisations to commit to the Skills Pledge.

Each FE College has nominated a single point of contact for all dealings with the Public Sector Compact – a sort of ‘one stop shop’ for all of your training needs. (see the news section of this newsletter)

A Theme Group representative (Karen Austin of the Health Service) now regularly attends the county wide E&D Practitioners group meetings and provides feedback for the L&D Theme Group. Recently she reported that the E&D group are putting together a matrix of the skills and competencies needed for an E&D practitioner with a view to supporting and developing new E&D practitioners.

The Theme Group constituted a ‘task and finish’ group to look at SfL support for sector employees with basic skills issues. The recommendations are now being pursued and are as follows: (i) involve the TUC to try to ensure that each large sector organisation that needs a ULR is given support for acquiring and/or developing one – or more. (ii) Colleges to respond positively to requests for flexible workplace basic skills support [the main constraint is that the support will need to lead to a qualification and there should ideally be a minimum of 8 learners in a group]; (iii) sector organisations to work with the learning providers to explore the use of PCDL funding to support non accredited taster courses that could act as a hook to encourage the potential SfL learners back in to a learning environment and (iv) The L&D Theme Group to explore the possibility of increasing the number of SfL learning opportunities by engaging with embedded SfL within NVQs.

On behalf of the Theme Group, the as Chair I am looking into the possibility of level 4 ‘sector specific’ management training being made available to Compact organisations. South Leicester College who have designed and delivered such a programme are be invited to our next L&D Theme Group meeting.

The group are an open non-exclusive group. To join in and help us improve access to quality training opportunities for sector workers, please contact our facilitator Chris Donkin on chris@donkinitex.co.uk

Paul Collins – Director of Business Development at Boston College and Chair of the Compact’s Learning and Development Theme Group

September 2008

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

Compact to encourage sector organisations to sign the skills pledge

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. Those organisations who do 'sign up' will be able to access free business support from a team of professional brokers at East Midlands Business. Keep visiting the web site for regular updates.

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

The Compact staged a very successful event in June to promote apprenticeship opportunities within the sector. City of Lincoln Council, South Holland District Council and the Lincolnshire County Council all made a powerful contribution to this event. The Compact is looking to support the introduction of a further 60 apprentices into the sector this session. As a result of this event, we understand that within the NHS alone 20 more apprentice contracts have been advertised.

Graduate Recruitment and Development—the Compact is ready to help !

The Compact is intending to host a Breakfast Briefing on the hot topic of 'how do we get more graduates into the sector in L&R'. The event is likely to take place in December and feature contributions from our local Universities, the LSC, Lincolnshire Enterprise and Success Matrix ... keep visiting the web site for details !

Compact access to training made easier

Following a debate at the last Learning and Development Theme Group Meeting, it has been decided to have a single point of contact in each of our four FE Colleges. These are:

<i>Boston College :</i>	<i>Tracey Charles-McLean (tracie-c@boston.ac.uk)</i>
<i>Grantham College :</i>	<i>Margaret Butcher (m butcher@grantham.ac.uk)</i>
<i>Lincoln College :</i>	<i>Sara Belton (sbelton@lincolncollege.ac.uk)</i>
<i>New College Stamford :</i>	<i>Simon O'Connell (soconnell@stamford.ac.uk)</i>

If you need support from our FE colleagues—please contact these guys direct !

*To see the Compact's Action Plans visit the new and improved
L&R PSC web site :*

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)