

Plenary Notes & Next Steps: Lincolnshire & Rutland compact launch event

Learning and development notes

To follow

Recruitment and retention notes

Some delegates had concerns over duplication of structures.

There were concerns that a “one size fits all” approach was being applied to the very unique Lincolnshire & Rutland area. It was made clear that the compact direction and structure would be decided by a steering group made up of members of the compact.

Issues that the PSC could help with

There is a need to look across the county to identify skills gaps. A compact could aid in putting a gap-filling operation in place.

There is a potential of cost savings from cross-recruitment.

A study of why we have these recruitment issues.

Look into the Lincolnshire & Rutland national image – needs a joined up marketing strategy.

There could be best practice sharing of issues such as succession planning.

Skills for life notes

Noted the group was quite small.

Issues are pretty universal.

Talking about development etc is currently something for people already “On the ladder”, and there doesn’t seem to be as much provision for wider “blue collar” workers.

The needs of Public Sector workers can be hidden.

The capacity of individuals should be improved.

Incentives and a safe environment for training should be created.

Economics of scale should be observed to ensure appropriate courses are provided, whilst being aware of the needs of the people who would take the course.

Tutor recruitment should be considered.

General notes

Need to be sure on local differences and national consistencies.

There is a need for very specific outcomes

The Public Sector can access Train to Gain provision.