

Report

Report to:	Corporate Resources Committee
Date of Meeting:	2 July 2008
Report by:	Executive Director (Corporate Resources)

Subject:	Corporate Learning and Development Strategic Framework
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1. Purpose of Report

1.1. The purpose of the report is to:-

- ◆ Request approval of the Corporate Learning and Development Strategic Framework for 2008/2009

2. Recommendation(s)

2.1. The Committee is asked to approve the following recommendation(s):-

- (1) that the Corporate Learning and Development Strategic Framework be referred to the Executive Committee for approval; and
- (2) that the application of the Strategic Framework be monitored by the Corporate Learning and Development Board.

3. Background

- 3.1. The Council's continued Investor in People accreditation has provided a consistent framework for linking development needs to organisational priorities. It has also helped with ensuring best value by focussing on direct and indirect costs of learning and development.
- 3.2. The Council has established a robust structure for identifying employee learning and development needs through the Personal Development Review process.

4. Current Position

- 4.1. Learning and Development activity is currently co-ordinated through Resource and Corporate Learning and Development Officer Groups. Each Resource has a Learning and Development Plan which supports the individual Resource and service priorities for the year. Monitoring of Learning and Development activities at an operational level is undertaken by the Council-wide Resource Training Advisers. At a strategic level, this is undertaken by the Corporate Learning and Development Board.

5. Proposal

- 5.1. The Learning and Development Strategic Framework sets out the roles and responsibilities for those involved in the learning and development process within the Council. It also sets out the Council-wide objectives and values which acts as a guide on how to prioritise learning and development in the years ahead. This helps to ensure that learning and development provided by the Council and undertaken by

Council employees is focussed on our organisational objectives, in line with Investor's in People (IiP) standards.

- 5.2. Monitoring the implementation of the Strategic Framework will be the responsibility of the Corporate Learning and Development Board.

6. Employee Implications

- 6.1. None

7. Financial Implications

- 7.1. Can be met from existing resources.

8. Other Implications

- 8.1. None

9. Equality Impact Assessment and Consultation Arrangements

- 9.1. An initial equality impact assessment has identified the need to monitor feedback/complaints from users and undertake research/consultation with users and non-users of the central facility to enable a full assessment to be completed. An action plan has been developed to do this and a full assessment will be carried out within 12 months.

- 9.2. Consultation has taken place and feedback received from Resources.

Robert McIlwain
Executive Director (Corporate Resources)

12 May 2008

Link(s) to Council Objectives

- ◆ Modernising and Improving
- ◆ Excellent employer

Previous References

None

List of Background Papers

None

Contact for Further Information

If you would like to inspect the background papers or want further information, please contact: -

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