Report

Report to:	**Clyde Valley Learning and Development Joint Committee**
Date of Meeting:	**1 September 2008**
Report by:	**Chair of Clyde Valley Learning and Development Project Implementation Group**

Subject:	**Clyde Valley Learning and Development Project - Shared Services Progress Report**

1. Purpose of Report
1.1. The purpose of the report is to:-

♦ update the Joint Committee on progress across the various aspects of the project being delivered or developed

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

(1) that the progress that has been achieved so far in relation to phases 1 and 2 of the project be noted.

3. Background
3.1 The Clyde Valley Group was formally established at a meeting of the Joint Committee on 16 October 2007. Meetings of the Joint Committee are held on a quarterly basis.

4. Progress to Date – Phase One
4.1 First Aid
4.1.1 First Aid training continues to be delivered by Glasgow City Council Direct and Care Services (DACS) on behalf of the Clyde Valley Group in a variety of venues throughout the Clyde Valley.

4.1.2 Employees from East Dunbartonshire, East Renfrewshire, Glasgow City, North Lanarkshire, Renfrewshire and South Lanarkshire Councils have accessed these courses. To date 73 courses have been run with a total of 827 Clyde Valley employees trained.

4.1.3 The fact that a shared approach to purchasing and commissioning common training for more than one Council has been successfully demonstrated by the Clyde Valley shows that this model can be replicated successfully elsewhere. Since establishing this way of working, the Clyde Valley model has now been replicated by the 3 Ayrshire Councils (North, South and East Ayrshire).

4.2 Diversity and Equality

4.2.1 The Equality and Diversity training package has now been developed and customised to reflect individual Council's requirements. Several authorities are, however, reviewing their approach to delivery of this training and this has had an impact on the number of users who have access to the training.

4.2.2 In order to address these issues, a user group is being set up with the vendor which will provide an opportunity to increase the number of users getting access.

4.3 Delivery of Vocational Qualifications (SVQs)

4.3.1 The Development Sub Group continues to meet on a monthly basis. Building on the original savings demonstrated, the current focus is on 2 specific issues, namely the extended use of technology in assessing and delivering SVQs, and consideration of the number of accredited VQ centres throughout the Clyde Valley.

4.3.1 The use of online portfolio software is being targeted as an opportunity to make further savings. To maximise this opportunity, the group is identifying all the qualifications provided by Clyde Valley Councils which might be delivered using online portfolios. This will provide a greater economy of scale through the purchase of licences.

4.3.2 A proposal has been submitted to the Implementation Steering Group recommending an evaluation of the number and type of accredited VQ centres currently in the Clyde Valley Councils. The proposal, drawn up by the Development Sub Group, has been approved. This work will now be progressed by the Clyde Valley Development Officer, and a report on the outcome produced at a future meeting.

5. Progress to Date – Phase Two

5.1 Accredited Management Training – Institute of Leadership and Management (ILM)

5.1.1 The Sub Group chaired by North Lanarkshire Council has been in discussions with representatives of ILM to evaluate the potential benefits of establishing a single Clyde Valley accredited ILM centre. Whilst this may be a longer term aim for the Group, the current position, whereby four of the Clyde Valley Councils are already accredited to deliver ILM programmes, is adequate to meet current demand.

5.1.2 The Group continues to work towards supporting Glasgow City Council to deliver ILM award level programmes for up to 2,700 first line managers. A number of different delivery models have been proposed to allow the available supply of resources across the Clyde Valley to meet the demand required within appropriate timescales.

5.1.3 Although not yet finalised, the Group has been able to make a delivery proposal to Glasgow City Council which would result in the programme delivery being carried out by a combination of Clyde Valley Council trainers from Glasgow City, North Lanarkshire, South Lanarkshire, Renfrewshire and West Dunbartonshire Councils.

5.1.4 At this stage, the projected timescale is for delivery to be spread over a 2 year period, thereby meeting supply requirements within the combined constraints of available resources and candidate availability.

5.1.5 Should this approach be successful, the model is likely to be replicated for the delivery of other training across the Clyde Valley.

5.2 Management Development

5.2.1 North and South Lanarkshire Councils are now delivering the newly accredited programme in partnership with Glasgow Caledonian University (GCU). The programme has been the subject of some interest from across the Clyde Valley Councils and from North Ayrshire Council who are interested in joining up with the Clyde Valley Group for this programme.

5.2.2 GCU representatives were invited to attend a meeting of the Management Development Sub Group. The purpose of the meeting was to explore options for the delivery of the programme across the Clyde Valley and to seek opportunities for sharing in delivery, costs or participation.

5.2.3 The discussion centred on GCU providing a fully costed proposal which differentiates between the costs and methods of delivery for one authority and for the Clyde Valley as a whole. This proposal has not yet been received. The decision to pursue this programme will be contingent on the costs of delivery being competitive and mutually advantageous to the Clyde Valley Councils collectively.

5.3   Social Care
5.3.1 A Sub Group has now been established comprising representatives of each of the 8 Clyde Valley authorities to review the provision of training in social care. The Sub Group membership also includes representatives from other parties interested in developing this agenda. These include the Scottish Social Services Learning Network (West), and the Institute for Research and Innovation in Social Services (IRISS).

5.3.2 The Sub Group has agreed to meet on a monthly basis and will focus on sharing learning content between each authority, developing new materials and identifying further opportunities where a joint approach will yield benefits.

5.3.3 Arising from the initial discussions with the group members, data has been gathered to analyse the current cost and quality of the provision of moving and handling training. This has shown a broad disparity in the unit costs of delivery (ranging from £33.14 to £127.50 per unit), and in the type and frequency of training provided (some provide a one day course others are as much as two and a half days). Further work on this area is being undertaken by the Development Officer with a view to developing a business case for change.

5.3.4 A further opportunity has been identified by linking the agenda for this Sub Group to the work being carried out by the SVQ Sub Group. As a result 3 councils (East Renfrewshire, Renfrewshire and South Lanarkshire) have indicated a willingness to undertake a pilot programme of VQ delivery using online portfolio software. It is anticipated that, if this pilot is successful, similar time savings of approximately 33% of assessor time will be realised.

5.4   Equality Training
5.4.1 The Sub Group has reviewed the current provision for impact assessment throughout the Clyde Valley members. It has been agreed that the online impact assessment tool developed by South Lanarkshire Council should be made available to the Clyde Valley, and customised where appropriate.

5.4.2 An audit of provision of equality training currently being provided for managers and supervisors is now under way. It has been agreed that materials used to deliver this training will also be shared, ensuring that general standards are developed and

maintained. As part of this approach the Group will develop an information pack for trainers to ensure consistency and standards are met.

5.4.3 Discussions with the Equalities and Human Rights Commission (EHRC) have indicated that they would welcome and support this approach.

5.5 Elected Member Training

5.5.1 The Officer Sub Group has now been established and has been exploring opportunities for joint training provision. An initial audit of planned training and possible development opportunities has suggested there may be scope for shared provision in the subjects of:-
 ♦ planning regulations
 ♦ scrutiny and code of conduct
 ♦ finance
 ♦ personal safety
 ♦ media training/presentations and public speaking

5.5.2 The Group is also evaluating the use of communities of practice through the IDeA (Improvement and Development Agency) web pages, which may offer an efficient way to share information, training content and good practice.

6. Employee Implications

6.1. The increasing number of work streams under review by the project Sub Groups places a significant commitment of time and resources on each partner council. Should the plans to deliver training between and on behalf of partner members of the Clyde Valley come to fruition, this may lead to some form of remuneration between provider and recipient Councils.

7. Financial Implications

7.1. The Implementation Steering Group has undertaken some preliminary discussion with each member council on the subject of developing a charging policy for Clyde Valley project activity.

7.2 The Steering Group will consider this feedback and make a final recommendation to the Clyde Valley Chief Executives' Forum.

8. Other Implications

8.1. None

9. Equality Impact Assessment and Consultation Arrangements

9.1. No impact assessment is required at this stage.

9.2. There was no requirement to undertake any consultation in terms of the information contained in this report.

**Gill Bhatti
Chair
Clyde Valley Learning and Development Project Implementation Group**

18 August 2008

Previous References
Clyde Valley Joint Committee Progress Report – 2 June 2008
Clyde Valley Equalities Sub Group Areas of Common Interest – 2 June 2008
Clyde Valley Project - Elected Members' Development Sub Group – 2 June 2008

List of Background Papers
Clyde Valley EGF Training Bid
NBSS Clyde Valley Consortium Submission Nov 06
NBSS Clyde Valley Consortium – Secondary Paper December 06

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