

# Report

Report to: **Clyde Valley Learning and Development Joint Committee**  
 Date of Meeting: **2 June 2008**  
 Report by: **Chair of Clyde Valley Learning and Development Project Implementation Group**

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

## 1. Purpose of Report

1.1. The purpose of the report is to:-

- ◆ report on progress of the project to date

## 2. Recommendation(s)

2.1. The Joint Committee is asked to note the following recommendations:-

- (1) that the progress that has been achieved so far in relation to phases one and two 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 took place on 16 October 2007 and on 10 March 2008.

## 4. Progress to date – Phase One

### 4.1. First Aid

- 4.1.1. The First Aid training being delivered by Glasgow City Council Direct and Care Services (DACs), on behalf of the Clyde Valley Group, is now being delivered at a variety of training venues in Glasgow, South Lanarkshire, North Lanarkshire and Renfrewshire.
- 4.1.2. To date 40 courses have been run with a total number of 527 Clyde Valley employees trained. The rate negotiated on behalf of the Clyde Valley Learning and Development project is less than the rate being paid by individual councils to a range of other providers.
- 4.1.3. The feedback and evaluations received from participants is consistently high, demonstrating that the quality of the provision is excellent.

### 4.2. Diversity and Equality

- 4.2.1. All Councils (except East Dunbartonshire Council) now have customised versions of the Equality and Diversity e-learning package.

4.2.2. An evaluation form has been produced and will be distributed online to course participants. The online evaluation is being developed in house by Clyde Valley staff. This approach saves some £800.00 (£100.00 per Council) which would be charged by the supplier for online evaluation.

#### **4.3. Delivery of Vocational Qualifications (SVQs)**

4.3.1. The development sub group continues to meet on a monthly basis. Having demonstrated initial savings of some £45,197, the group is now looking at the delivery of SVQs in other subject areas.

4.3.2. The opportunity exists to expand the use of online portfolio software to expedite the assessment and verification process. Negotiation with the vendor on behalf of the Clyde Valley has resulted in an offer to provide the software free of charge to those Councils which have not yet purchased the package. This represents a saving of some £2,000 per Council.

4.3.3. A further discount can also be achieved through the purchase of candidate licences. By purchasing on behalf of the Clyde Valley rather than by individual Councils, a further economy of scale is possible. The group has identified SVQs in early years, amenity horticulture, social care and community wardens as having potential to use online portfolios.

### **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 focused on using the Clyde Valley's ILM accredited trainers (Glasgow, North Lanarkshire, South Lanarkshire and Renfrewshire) to meet the demand requirements for ILM accredited training. In the first instance the sub group is addressing Glasgow City Council's requirement to provide an ILM award level for around 1,800 managers.

5.1.2. The group ran a problem solving workshop to generate and evaluate possible solutions for Glasgow. As a result it is proposed that Clyde Valley accredited trainers will deliver the ILM courses using Glasgow City Council's course content. The Clyde Valley trainers will also carry out the assessment of candidates through marked assignments and feedback.

5.1.3. It is anticipated that if successful, this approach will be replicated as demand dictates.

#### **5.2. Management Development**

5.2.1. The new programme of management development training developed by North and South Lanarkshire Councils in partnership with Glasgow Caledonian University has recently been through the University's verification process. The outcome was a successful verification with both North and South Lanarkshire Councils drawing praise from the verification board for the innovative approach taken in developing the programme.

5.2.2. A meeting has been arranged with representatives from Glasgow Caledonian University to discuss the options for launching the programme in other Councils with particular reference to the other Clyde Valley Councils. Following this meeting the Management Development sub group will make recommendations to roll out the programme.

- 5.2.3. The Learning and Development Manager from North Ayrshire Council has also expressed an interest in taking up this programme, and is keen to work with the Clyde Valley to deliver the programme.

### **5.3. Social Care**

- 5.3.1. Recruitment has taken place for the post of Development Officer to support the delivery of social care training. A secondee from South Lanarkshire Council was appointed and took up her post on 22 May 2008. The Development Officer will support the Project Implementation Group and the Project Manager in developing this and other aspects of the project.
- 5.3.2. South Lanarkshire Council hosted a conference for Social Work colleagues on the subject of 'Harnessing Technology for Learning and Development'. The conference was run in partnership with the Institute for Research and Innovation in Social Services (IRISS). The conference included a workshop for social work training managers from the Clyde Valley Councils to make them aware of the Clyde Valley project.
- 5.3.3. It is proposed to follow up this conference by holding a meeting in Glasgow City Council in mid June and to identify opportunities for development of training, learning and development in social care.

### **5.4. Equality Training**

- 5.4.1. The officer's sub group continues to meet regularly chaired by South Lanarkshire Council. Progress in this area is detailed in a separate paper.

### **5.5. Elected Member Training**

- 5.5.1. A sub group has been formed to review the current provision of training for Elected Members led by Glasgow City Council. Details of this subject area are covered in a separate paper.

## **6. Employee Implications**

- 6.1. The project now has two seconded staff (Project Manager and Development Officer) appointed initially till March 2009. In addition, a seconded Administrative Officer provides support to the project on the basis of 50% of her time. Further secondments will be identified as the project progresses.
- 6.2. The time commitment required of Clyde Valley Council officers remains high due to the large number and frequency of steering group and sub group meetings arising from the project. The Project Implementation Group is actively seeking ways to reduce the number of meetings without diminishing the project's progress.

## **7. Financial Implications**

- 7.1. Financial implications will be covered in a future paper to the Joint Committee.

## **8. Other Implications**

- 8.1. None.

## **9. Equality Impact Assessment and Consultation Arrangements**

- 9.1. No impact assessment is required at this stage.

**Gill Bhatti**

**Chair of Clyde Valley Learning and Development Project Implementation Group**

23 May 2008

**Previous References**

Clyde Valley Joint Committee Progress Report – March 2008

Clyde Valley Joint Committee Finance Report – March 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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