

Report

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Report to:	Clyde Valley Learning and Development Joint Committee
Date of Meeting:	7 September 2009
Report by:	Chair of Clyde Valley Learning and Development Project Implementation Group

Subject:	Clyde Valley Learning and Development Project - Shared Services Update Phase Two
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1. Purpose of Report

1.1. The purpose of the report is to:-

- ◆ update the Joint Committee on progress achieved in the various work areas identified in phase two of the project

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 phase two of the project be noted.

3. Background

3.1 Phase one of the project has been completed and progress reported at the March meeting of the Joint Committee. Phase one learning and development activities continue to be implemented on an ongoing basis.

3.2 Recent proposals to make changes to the delivery of First Aid training have been presented by the Clyde Valley's training provider, Cordia. These changes involve a reduction in the number of days assigned to the certificated First Aid programme from four down to three days. This will reduce the burden on backfilling for trainees attending training and will also result in a price reduction of £10.00 per candidate. The offer of annual top-up training days has also been proposed as an option for consideration.

3.3 The second phase of the Clyde Valley Learning and Development Project identified the following subject areas for review:-

- ◆ Accredited First line Management Training
- ◆ Management Development
- ◆ Social Care Training
- ◆ Equality Training
- ◆ Elected Member Development

3.4 Phase two of the project also includes an objective to review the opportunities for the Clyde Valley councils to make better use of technology in the delivery of learning and development across the Clyde Valley.

4. Progress to Date

4.1 Accredited First Line Management (FLM) Training

- 4.1.1 This aspect of the project continues to develop along two distinct strands. These are the Clyde Valley solution to Glasgow City Council's capacity issue, and the establishment of a Clyde Valley registered centre for the delivery of accredited First Line Manager programmes.
- 4.1.2 The pilot phase of the Glasgow programme has now been completed, with Clyde Valley partners delivering training on behalf of Glasgow City Council. A total of 7 programmes have now been delivered by trainers from all 4 of the accredited ILM Councils (Glasgow City, North Lanarkshire, Renfrewshire and South Lanarkshire Councils) through the Clyde Valley secondment arrangement.
- 4.1.3 Evaluation of the programmes has shown a successful outcome with all candidates completing the required assignments and achieving the introductory certificate in First Line Management accredited by the Institute of Leadership and Management (ILM). The evaluation process has also allowed constructive feedback from the Clyde Valley trainers to contribute to changes in course materials and content.
- 4.1.4 Glasgow City Council is now considering its position in relation to delivering further programmes accredited by ILM. This position will be influenced by the Clyde Valley's work in achieving full accreditation to deliver programmes by the Chartered Management Institute (CMI).
- 4.1.5 The second strand of this group's work involves a comparison and evaluation of the accrediting bodies for first line management and supervisory training.
- 4.1.6 The Chartered Management Institute (CMI) pilot is reaching its conclusion. North Lanarkshire Council's programme has been completed with all candidates successfully achieving the Introductory Certificates accredited by CMI. Renfrewshire Council's programme has also been completed with the first tranche of assignments due for return imminently. South Lanarkshire Council has 2 programmes running under the pilot with both programmes reaching completion in August. Following the submission of the candidates' assignments (within a six week turnaround), the evaluation and comparison can be completed between CMI and ILM.
- 4.1.7 The Implementation Steering Group agreed at a meeting on 1 June 2009 that the Clyde Valley should pursue full CMI accreditation by a deadline of 7 September 2009. Representatives from the FLM Sub Group have successfully met the requirements and at a meeting on 14 August 2009, the submission was approved by the CMI External Verifier. The outcome of this process is that Clyde Valley councils are now accredited to deliver full certificate and diploma programmes.
- 4.1.8 Initial savings realised as a result of this approach have been calculated based on initial and annual registration fees paid by the Clyde Valley, as compared to the equivalent fees due by individual councils. This figure equates to some £10,525.00, with year on year savings continuing. Additional savings calculated by comparing trainer time spent marking assignments against the CMI approach shows a further saving of some £13,204.00 (based on data from North Lanarkshire, Renfrewshire and South Lanarkshire Councils only). Overall savings realised to date therefore amount to £23,729.00.

- 4.1.9 South Lanarkshire Council continues to provide administrative support for the programmes. All queries and issues identified through the pilot programme have been adequately addressed by CMI and a positive working relationship has been established with all parties.

4.2 Management Development (MD)

- 4.2.1 Both North and South Lanarkshire Councils continue to deliver the MD programme in partnership with Glasgow Caledonian University (GCU). Results continue to be encouraging both in terms of the feedback and quality of the programmes being delivered, and the uptake in the academic qualification options. Both Councils have now delivered initial programmes for 3 tranches of candidates, with some 25 candidates graduating from the post-graduate certificate programme to date. A further 14 students have elected to progress to the post-graduate diploma which is anticipated to commence in November 2009. An additional 24 students recently attended the induction into the latest certificate course.

4.3 Social Care

- 4.3.1 Progress with the Social Care training agenda is covered in a separate paper to the Joint Committee.

4.4 Equality Training

- 4.4.1 OSDC, an external consultancy, has been appointed to carry out some benchmarking and develop general standards for equality training. The work is in 2 stages with initial activity reviewing the requirements of changing legislative frameworks introduced by the Single Equalities Act. The second stage is to develop a curriculum for use in the Clyde Valley which will ensure that training in Equality meets the requirements of the legislation in all cases. The report and outcomes from this activity will be submitted to the Equality Sub Group at their next meeting on 6 October 2009.
- 4.4.2 Events have been arranged as part of an Equalities Week promotion in Renfrewshire Council for the week commencing 19 October 2009. Although hosted by Renfrewshire Council, each of the Clyde Valley councils represented on the Sub Group will participate in the event with awareness raising activities being run in each authority. The emphasis in the first year of the promotion will be on Clyde Valley employees, however, future years will extend the promotion to the community.

4.5 Elected Member Training

- 4.5.1 No formal meetings have taken place since the last Joint Committee, however, development opportunities continue to be circulated for participation as and when they arise.
- 4.5.2 The Clyde Valley continues to monitor the progress of the Improvement Service pilot for online Continuing Professional Development (CPD) for Elected Members, of which West Dunbartonshire Council is a participant. In light of the outcome of the recent Clyde Valley e-learning tender which has selected the same technology used in the Improvement Service pilot, the opportunity exists to utilise the 360° appraisal module for Elected Members. This decision will be taken by individual councils depending on current priorities.

4.6 E-Learning

- 4.6.1 An update on the outcome of the e-learning tender is covered in a separate paper to the Joint Committee.

5. Employee Implications

5.1. None.

6. Financial Implications

6.1. Details of the financial implications of the e-learning contract are contained in the accompanying paper to the Joint Committee.

6.2 The future sustainability of the Clyde Valley Learning and Development Project has been the subject of discussion by members of the Implementation Steering Group during recent months. A number of actions were agreed at the development day in May 2009, and these are being worked through to completion. As the grant support is unlikely to be sustainable beyond March 2010, the future viability of the Project is dependent on securing funding from other sources. Preliminary discussions have begun with Directors of Finance with a view to exploring these options. However, at this stage, no concrete proposal has been agreed. This will be a matter of the highest priority over the remaining term of the Project, and progress will be reported to the December meeting of the Joint Committee.

7. Other Implications

7.1. None

8. Equality Impact Assessment and Consultation Arrangements

8.1. No immediate action required.

Gill Bhatti

Chair

Clyde Valley Learning and Development Implementation Group

27 August 2009

Previous References

Clyde Valley Learning and Development Project – Shared Services Update Phase Two – June 2009

List of Background Papers

Clyde Valley EGF Training Bid

NBSS Clyde Valley Consortium Submission November 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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