

Report

5

Report to:	Clyde Valley Learning and Development Joint Committee
Date of Meeting:	28 August 2017
Report by:	Chair of Clyde Valley Learning and Development Project Implementation Steering Group

Subject:	Background to the Clyde Valley Learning and Development Project
----------	--

1. Purpose of Report

1.1. The purpose of the report is to:-

- ◆ outline the background to the development of the Clyde Valley Learning and Development Project

2. Recommendation(s)

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

- (1) that the contents of the report be noted.

3. Background

3.1. The Clyde Valley Learning and Development Group (CVLDG) was established informally in 2005 to explore the opportunities for improvement through joint working and shared delivery of learning and development. The Group comprises of the eight local authorities located in west central Scotland. These are:-

- ◆ East Dunbartonshire Council
- ◆ East Renfrewshire Council
- ◆ Glasgow City Council
- ◆ Inverclyde Council
- ◆ North Lanarkshire Council
- ◆ Renfrewshire Council
- ◆ South Lanarkshire Council
- ◆ West Dunbartonshire Council

3.2. In 2007, a formal partnership was established under a Joint Committee structure, supported by grant funding from the National Board for Shared Services (NBSS). The lead authority for the Group is South Lanarkshire Council.

- 3.3. The Group members developed a set of shared objectives for working together and developed a business case for change which focused on the design, implementation and delivery of training and other learning and development provision within its member Councils. Through a detailed analysis of costs, methods, current practice and shared experience, the Group demonstrated a robust case for change through working smarter, more efficiently and in a spirit of partnership to deliver more efficient learning and development practices.
- 3.4. The objectives of the Group are to develop methods and models concerned with the design, development, delivery, commissioning and evaluation of approaches to learning and development which will:-
- ◆ be delivered more efficiently through shared working than by an individual council by council approach
 - ◆ minimise duplication of effort
 - ◆ identify, develop and share best practice
 - ◆ set, achieve and maintain standards of delivery
 - ◆ modernise service delivery through improving practice and optimising the use of information technology
 - ◆ develop centres of excellence from which to deliver models suitable for replication nationally in the public sector
- 3.5. The vision continues to be developing relevant, high quality training to the local government workforce which demonstrates consistency in access and provision, efficiency in development, delivery and assessment and sufficient flexibility to take account of local priorities and preferences.

4. Shared Work Areas

- 4.1. Group members have identified and worked on a number of shared areas over the last 10 years. Examples of this work cover a wide range of areas and some examples are included.
- 4.2. Development of common practice in SVQ portfolio building across member Councils. This work modernised Councils' approach to building portfolios of evidence to meet the requirements of SVQ assessment. Agreement was reached about adopting an online approach which was more efficient as it reduced assessor travel time, more consistent as it provides a common template for uploading evidence and more modern as it built on developments in technology. The procurement of Learning Assistant by the Clyde Valley, for use by all member Councils, enables the partnership to achieve better unit costs through maximising economies of scale.
- 4.3. Development of a Clyde Valley Assessment Centre for Certificate of Management Institute (CMI) qualifications. The development of a centralised administration hub for assessment and registration of CMI students and their work, reduced duplication of effort in each Council. The approach also provided consistent quality assurance across the member Councils.

- 4.4. One of the first projects undertaken by the Clyde Valley Learning and Development Group was the establishment of a common approach to the delivery of First Aid training. This arrangement involved engaging with a single preferred training provider for the delivery of First Aid training. Cordia was selected on the basis of its track record on delivery, competitive pricing and its status as a Health and Safety Executive (HSE) approved training provider. This training delivery proved to be such a success with the participating authorities that the current contract has been extended until July 2019.
- 4.5. One of the most significant and enduring areas of joint working has been in the development of a common approach to e-learning and the joint procurement of a common Learning Management platform. This work commenced in 2010 and continues, with contractual arrangements in place for at least a further year. This development has transformed the delivery of learning to employees in member Councils, extended our membership to a range of associate members and formed a separate workstream on development of e-learning content and technology.
- 4.6. Similarly, there has been significant progress in the development of new approaches to qualifications using technology, notably the recent completion of an online assessment leading to a food hygiene qualification, accredited by the Royal Environmental Health Institute for Scotland (REHIS). This item is the subject of a separate report and presentation to the Joint Committee.
- 4.7. The Group has been focused on the development and implementation of a further qualification in conjunction with the SQA. This time the subject matter is Promoting Positive Behaviour, which is required learning for those employees who work with service users who may display violent / aggressive behaviour towards themselves and others. This has been ground-breaking in many ways, and is also the subject of a separate report to the Joint Committee.

5. Employee Implications

- 5.1. The Clyde Valley Learning and Development Project has a Project Manager and a part-time seconded Learning and Development Officer post. Most of the work undertaken requires the support and commitment of officers in member Councils, which is the key to making the Project effective.

6. Financial Implications

- 6.1. The grant funding expired in 2011 and since then each member council has made a small annual contribution of between £3,000 and £5,000, depending upon the size of their workforce.

7. Other Implications

- 7.1. The Clyde Valley Learning and Development Project depends on the commitment of the member Councils for its continued success.
- 7.2. There are no implications for sustainability in terms of the information contained in this report

8. Equality Impact Assessment and Consultation Arrangements

- 8.1. This report does not introduce a new policy, function or strategy or recommend a change to an existing policy, function or strategy and therefore no impact assessment is required.

- 8.2. There is also no requirement to undertake any consultation in terms of the information contained in the report.

Gill Bhatti

Chair, Clyde Valley Learning and Development Project Implementation Steering Group

14 August 2017

Previous References

- ◆ None

List of Background Papers

- ◆ Clyde Valley EGF Training Bid
- ◆ NBSS Clyde Valley Consortium Submission November 2006
- ◆ NBSS Clyde Valley Consortium – Secondary Paper December 2006

Contact for Further Information

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

Gill Bhatti, Chair, Clyde Valley Learning and Development Project Implementation Steering Group

Ext: 5604 (Tel: 01698 455604)

E-mail: gill.bhatti@southlanarkshire.gov.uk