

Report for Joint Staff Consultative Panel
Evaluation of 2012/13 Corporate Learning and Development Programme

1. Purpose

1.1 The purpose of this report is to inform the Joint Leadership Team (JLT) and the Joint Staff Consultative Panel of the evaluation of the 2012/13 L&D programme.

1.2 Recommendation:

Members are requested to note the report.

2. Background

2.1 In 2012-13 the corporate L&D programme was commissioned and delivered jointly across West Suffolk (FHDC and SEBC) resulting in reduced costs, greater flexibility and increased opportunities for staff to collaborate across the councils.

2.2 The programme provided employees and members with generic development opportunities which aimed to meet the overall organisational development needs of the councils.

2.3 The corporate development activities are funded from the corporate training budgets at both authorities, the cost being shared on a ratio of 2:1 (SEBC/FHDC). Service specific training is funded and arranged by the service areas themselves as outcomes of the PDR process.

2.4 The Joint Member Development Group which meets bi-monthly, assist in ensuring that development is member led, appropriate and timely.

2.5 This report focuses on the corporate L&D programme. Member Development is evaluated and reported to the Democratic Renewal Panel (SEBC) and Cabinet Planning (FHDC).

3. Evaluation

3.1 Corporate Learning & Development programme – Budget and Expenditure

	FHDC 2011/12	SEBC 2011/12		FHDC 2012/13	SEBC 2012/13
Budget	£15,000	£43,000		£32,500	£50,000
Spend on joint delivery	£3,867	£7,734		15,950	31,870
Spend on individual council training	£4,788	£29,695		£11,624	£2,958
Underspend	£6,345	£5,571		£4926	£15,172

APPENDIX 1

Places sold to other authorities for Springboard and Navigator programmes resulted in an income of £4000. This amount off-set the cost of the Springboard programme to West Suffolk which was £4400.

3.2 Attendance at corporate events

	2011/12	2012/13	% increase
No. of SEBC employees	84	234	178%
No. of FHDC employees	70	112	49%
No. of attendees not specifying	34	10	n/a
Total no. of employees attended	188	356	89%
No. of events	26	40	54%
Average per event	7	9	-

a)The figures in the table above represent the numbers attending the events and not the total number of individuals who accessed the training over the programme, as a single employee may have attended a number of different events.

b)This is analysis of the Joint Corporate Learning and Development programme and doesn't contain data from any events linked to shared services (see 3.4.1 below).

c)Further break down of the data can be found Appendix 1

3.2.1 Reasons for the increase in attendance could be due to a strong corporate line on attendance at the Equality and Diversity programme (delivered across Suffolk) which also included an event for managers for the first time. Similarly, the Safeguarding Awareness events delivered by in-house facilitators, 6 events/62 employees, compares with 1 event with 8 employees the year before.

3.2.3 A new project management programme was run in 2012/13 for the first time and 36 employees attended this. The programme continues into 2013/14.

3.2.4 There was a 54% increase in the number of events in 2012/13 in comparison to 2011/12, and the average number attending has risen from 7 to 9.

3.2.5 Other development opportunities supported during 2012/13 included Adult Learning Week and NVQs for the employees at both authorities. The number of new apprentices starting in 2012/13 was 14.

3.3 Evaluation data

- 3.3.1 Evaluation of the training is taken from feedback sheets (where available). The overall satisfaction level was good/excellent for each event. (for detail, see Appendix 1). Where an individual scored a low figure they were contacted to ascertain what further assistance or further support they felt they required to fulfil the training need.

3.4 Shared Services Programme

- 3.4.1 This programme of support has been commissioned annually since 2010/11, with the specific goal of supporting the implementation of shared services between Forest Heath and St Edmundsbury. The programme is continuing to be flexible to employee needs at all levels. Where teams have come together under a single Head of Service, team building support has been offered to help with working together and dealing with change, and coaching support has been offered to joint managers (although to date has not yet been taken up).