

NORTH LINCOLNSHIRE COUNCIL

CABINET

SKILLS PLEDGE

1. OBJECT AND KEY POINTS IN THIS REPORT

- 1.1 To consider signing a 'Skills Pledge' – a voluntary commitment to raise skills within the council and wider area.

2. BACKGROUND INFORMATION

- 2.1 Rosie Winterton MP, Regional Minister for Yorkshire and the Humber, has contacted council leaders across the region to encourage them to sign a Skills Pledge.
- 2.2 The Skills Pledge is a national initiative led by the Learning and Skills Council (LSC). It is a voluntary, public commitment to support the development of an organisation's workforce.
- 2.3 Signing the pledge commits organisations to train its entire workforce to a minimum of at least Level two. This is equivalent to five GCSEs at grade A*-C. The pledge includes developing employees' basic skills, including literacy and numeracy. The council is also encouraged to promote the Skills Pledge to other local employers.
- 2.4 Having an adaptable and highly skilled workforce is a key priority for delivery the shared ambition 'an area that is thriving'. Enhancing skills is also a key part of the Local Area Agreement.
- 2.5 The council has a learning and development policy which fits with the aims of the Skills Pledge. The policy states that the council is committed to creating a culture which supports the continuing development of staff and includes:
- Investing in learning and development which clearly assists the council to meet its objectives through continual improvement in the quality of its services and the retention of quality staff.
 - A process of reviewing learning and development in accordance with equal opportunities legislation, council policies and good practice.
 - Ensuring all development opportunities are promoted

- Providing a supportive environment and learning opportunities to encourage individuals to maximise their job related skills and realise their potential.

3. OPTIONS FOR CONSIDERATION

3.1 The council has two options – to sign or not to sign the Skills Pledge

4 ANALYSIS OF OPTIONS

- 4.1 Signing the Skills Pledge would demonstrate the council's commitment to raising the skills of its own workforce and would be an example to other employers in the area.
- 4.2 While the council's current policies cover the development of employees, by not signing the pledge the council would miss the opportunity to promote the skills agenda to its employees and the wider area.

5 RESOURCE IMPLICATIONS (FINANCIAL, STAFFING, PROPERTY, IT)

5.1 Financial.

5.1.1 There are no direct financial implications arising from this report

5.2 Staffing.

5.2.1 There are no direct staffing implications arising from this report, although current training programmes will have to be evaluated against the standards in the pledge.

6. OTHER IMPLICATIONS (STATUTORY, ENVIRONMENTAL, DIVERSITY, SECTION17 - CRIME AND DISORDER, RISK AND OTHER)

6.1 Statutory

6.1.1 There are no statutory implications arising from this report.

6.2 Environmental and Other

6.2.1 None

7. OUTCOMES OF CONSULTATION.

7.1 Employees are consulted on training needs as part of the council's Employee Development Review process. This is used to inform the council's Corporate Development Plan.

8. RECOMMENDATIONS.

- 8.1 That the Cabinet considers signing the Skills Pledge.
- 8.2 That the Skills Pledge be promoted to other employers in the North Lincolnshire area.
- 8.3 The Service Director for Human Resources produces a detailed development plan to meet the requirements of the pledge

CHIEF EXECUTIVE

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Background Papers used in the preparation of this report - Nil