

**REPORT OF THE SERVICE DIRECTOR- CUSTOMERS, GOVERNANCE AND
EMPLOYEES.****NOMINATION FOR LEARNING POOL AWARD.****Purpose of the Report**

1. To update Personnel Committee on the nomination and shortlisting of the Council's "My Learning My Career" portal for a national Learning Pool award in the category of "Most innovative use of learning technologies".

Information

2. Members of Personnel Committee may recall the demonstration at the launch of the Council's career development portal, "My learning My career", on the Learning Pool platform. This has provided the opportunity to utilise functionality available on the platform to enable a much more modern and accessible approach to the provision of learning and development across the Council. The Council's approach has also ensured that the widest possible range of learning and development tools and materials are accessible by the whole of the Council's workforce by tablet, laptop or mobile phone whilst working from their main base or more flexibly from other settings.
3. Learning Pool provide learning and development platforms to hundreds of customers across the Country. Learning Pool products are widely used across the public sector and it has been the provider of the Council's learning and development platform for the past three years.
4. For the past 11 years, Learning Pool have held their prestigious awards to showcase the achievements of their customers. This year the Learning Pool Account Manager suggested that the Council makes a submission for the award under the category "Most innovative use of learning technologies" as they were impressed by the approach taken by the Council in developing My Learning My Career and the use the Council has made of the platform. They were particularly impressed by the way in which the Council has balanced ensuring that the learning platform has the flexibility to meet the organisation's requirements, whilst providing a learning journey which is both engaging and intuitive for our employees.
5. The shortlist for the awards was announced on 9th September and the Council is on a shortlist of five in this category. There are a further three categories, each with a shortlist of five. The award winner will be announced at the Learning Pool Live Event on 17th October in London. Members of Personnel Committee will be informed of the outcome after the awards ceremony has taken place.

6. The My Learning My Career portal was also identified by the Peer Review team in June as a model of good practice and they recommended it to the Local Government Association (LGA) as a case study for sharing with other local authorities.
7. The Council has designed the portal so that it can be accessed by partners where a licence to use has been provided. This is important in areas such as safeguarding training where this is jointly provided across the safeguarding partnership. The portal has been made accessible for use by employees who are part of the Regional Adoption Agency for example.
8. The Council is now also considering expanding the use of the portal to include the provision of training material, tools and templates for use by Councillors. Whilst Councillors can currently access the portal, the revisions being undertaken will ensure that Councillors have easy access to training material, information and other documents in the way which is most convenient for them. If the use of the portal is expanded in this way Councillors will be able to access all the wide range of material on the portal and not just Members' Training.

Other Options Considered

9. None

Reason for Recommendation

10. To recognise the progress made in the development and implementation of the My Learning My Career portal which provides a modern, self-determined learning experience to meet the varying learning styles within our workforces which has been recognised by being shortlisted for this award.

Statutory and Policy Implications

11. This report has been compiled after consideration of implications in respect of crime and disorder, data protection and information governance finance, human resources, human rights, the NHS Constitution (public health services), the public sector equality duty, safeguarding of children and adults at risk, service users, smarter working, sustainability and the environment and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

Data Protection and Information Governance

12. The implementation of the platform has enabled the Council to monitor completions of the mandatory Data Protection and Information Governance training. There are no information governance implications arising from the publication of this report and no personal information has been used in compiling it. A Data Privacy Impact Assessment was undertaken as part of the development and roll out of My Learning My Career.

Smarter Working Implications

13. The career portal and learning platform support employees to undertake learning and development opportunities at a time and place to suit their working patterns in keeping with the needs of the Council's increasingly flexible workforce.

RECOMMENDATION/S

- 1) That Personnel Committee congratulates the HR, Workforce and Organisational Development Team on the nomination and shortlisting of the Council's My Learning My Career portal for this award and agree to receive a further update once the result is known.

Marjorie Toward

**Service Director – Customers, Governance and Employees.
Chief Executive's Department.**

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Constitutional Comments ([KK 20/09/19])

14. The proposal in this report is within the remit of the Personnel Committee.

Financial Comments (SES 20/09/19)

15. There are no specific financial implications arising directly from this report.

HR Comments (SJJ 24/09/2019)

16. The benefits of the My Learning My Career Portal to Council's employees are identified in the body of the report.

Background Papers and Published Documents

Except for previously published documents, which will be available elsewhere, the documents listed here will be available for inspection in accordance with Section 100D of the Local Government Act 1972.

- None

Electoral Division(s) and Member(s) Affected

- All