

**REPORT OF THE SERVICE DIRECTOR – CUSTOMERS AND HUMAN
RESOURCES****LEARNING AT WORK WEEK ACTIVITY PLAN****Purpose of the Report**

1. To seek members approval for the proposed plan of activity to celebrate Learning at Work Week which runs from 14th-18th May 2018.

Information**Background**

2. Nottinghamshire County Council aims to be a learning organisation which actively encourages and supports all employees to continually learn and update their knowledge, skills and experience to maximise their potential at work. The Council also needs to be able to recruit and retain employees with the knowledge, skills, experience and aptitude it needs now and in the future. To do this sustainably and to provide the flexibility required the Council aspires to be an employer of choice for high calibre employees.
3. One strand of activity to support the achievement of this ambition as set out in the Council's Workforce Strategy involves working with trades union colleagues to support the national "Learning at Work" week. Recognised trades unions can nominate Learner Representatives to identify opportunities for and support delivery of learning interventions to support employees in their current roles, career development and wider development aspirations.
4. Learning at Work Week has been running since 1999 and is a planned campaign of activity organised by the Campaign for Learning to promote the benefits of life-long learning in the workplace. Each year is given a theme and this year the theme is "Networked for Learning" in recognition of the importance of new methods of accessing and delivery of learning activity and also to reflect the needs of a modern workforce and requirements of modern employers.
5. As part of Learning at Work Week the corporate Workforce Planning and Organisational Development (WPOD) team works jointly with the recognised trades unions to provide a showcase event, held at County Hall, promoting learning activity across the Council. This joint work is part of the Lifelong Learning Agreement in place between the Council and the trades unions and supports the Workforce Strategy in its intent to establish the Council as a Learning Organisation and Employer of Choice.

6. Alongside the main event at County Hall the WPOD team are intending to hold smaller satellite events at bases around the County including Mercury House, Meadow House, Lawn View House and Sir John Robinson House. This reflects feedback from employees in relation to previous years' activities which, whilst positive overall, employees felt was too focussed on the County Hall campus.
7. These events will be co-ordinated through the corporate WPOD team and, reflecting the national theme, will include the Council's learning platform provider, Learning Pool. Learning Pool will be on hand to demonstrate the E-Learning catalogue currently available to employees and to assist employees with accessing the system with the aim of encouraging increased uptake of the eLearning offer.
8. In line with the approach at previous events it is also intended to provide employees with the opportunity to engage in learning activity which could support their future career aspirations and enables the Council to support employees wishing to enhance their development in their current roles within the Council. Members of WPOD team and trades union colleagues will be available to advise employees on the range of opportunities available and how best to access these.
9. The planned Countywide activity is outlined in the table below:

Date of Event	Where	Times
Monday 14 th May	Mercury House	10.00am - 2.00 pm
Tuesday 15 th May	County Hall	10.00am - 2.00 pm
Wednesday 16 th May	Meadow House	10.00am - 2.00 pm
Thursday 17 th May	Lawn View	10.00am - 2.00 pm
Friday 18 th May	Sir John Robinson	10.00am - 2.00 pm

Other Options Considered

10. A range of options were considered in developing the proposed programme of activity with trades union colleagues. Feedback from employees on previous years' events was also incorporated into the planning of this year's programme.

Reason for Recommendation

11. This report seeks the approval of Members to a programme of events as part of National Learning at Work Week and in doing so supports the Council's aspiration to be a learning organisation and an employer of choice as set out in the Workforce Strategy.

Statutory and Policy Implications

12. 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

13. There are no implications arising directly from this report.

Financial Implications

14. All associated costs are covered from within the budget of the Workforce Planning and Organisational Development team and relate mainly to minimal costs for publicity materials.

Human Resources Implications

15. These events support the ongoing development of existing employees in their current roles and ongoing career development as part of the Council's overall approach to talent management. They also underpin the Council's approach to recruitment and retention of employees with the key knowledge and skills required now and in the future and support the Council in being an employer of choice.

Public Sector Equality Duty implications

16. These events are open to all directly employed Council employees. The learning opportunities available range from basic skills courses; training in current job roles; professional qualification training and management and leadership. Some of the opportunities available are targeted at particular groups with protected characteristics.

Smarter Working Implications

17. These events will showcase the use of mobile devices to access the Council's E-Learning offer and encourage their usage by employees.

RECOMMENDATION

- 1) It is recommended that Members approve the proposed programme of activity to engage employees with the 2018 Learning at Work Week and support their ongoing learning and development and career progression.

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Constitutional Comments (KK 23/03/18)

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

Financial Comments (RWK 22/03/18)

19. The financial implications are set out in paragraph 14 of the report.

Human Resources Comments (CG/22/2/18)

20. These are set out within 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