

Appendix B: Strategic Commissioning - High Level Training Plan- January 2023

Objectives

1. Commissioners will have the skills and expertise to enable them to commission strategically, focusing on multiple outcomes and results, whilst aligning effort and resources across the Council to best effect and as referenced in the Nottinghamshire Way.
2. Commissioners will be confident that each time they commission they are able to do so in a data driven and needs led way to ensure that the best outcome is achieved for the best value, supporting the Council priority of '*Smart resourcing and governance that ensures value for money and resilience*'
3. Commissioners will be able join a community and network of other commissioners who can offer support to each other when undertaking day to day activities involving strategic commissioning.

Training Needs Analysis

4. Strategic Commissioning competencies are the knowledge, skills, behaviours, and characteristics that underpin effective strategic commissioning. A self- assessment against these competencies has been undertaken by departmental commissioning colleagues from across the Council in the summer of 2022.
5. The results from the self-assessment activity generated a clearer understanding of the current competencies/capabilities of our commissioners and has highlighted the additional support that will be required to enable our commissioners to deliver against the new framework effectively.

Training Options

Activities	Information	Cost	Timescale	Audience	Outcome
Toolkit- Guidance note	Short guidance note will be made available to provide users with further guidance around how to best utilise the toolkit and its resources.	N/A	April 2023	All staff with commissioning responsibilities	Staff will understand how to access and use the online toolkit to support them in their strategic commissioning activities.
E Learning	Training module will be provided to introduce the strategic commissioning principles and framework.	N/A	Date TBC	All staff with commissioning responsibilities	Staff will have access to resources written to support them in their strategic commissioning activities.
'Learning together'	Sessions will be held via teams/hybrid to discuss in more detail the different elements of Strategic Commissioning, led by subject matter experts and linked to the eight principles.	N/A	Monthly sessions April- Sep 2023	All staff with commissioning responsibilities and any other staff with an interest in the area.	Staff will be able to upskill themselves and tap into a wider community of commissioners and subject matter experts from across the authority.
External training provision Public Service Transformation Academy (PSTR)	'The Commissioning Academy' ¹ . Designed to equip a small group of professionals to tackle the challenges facing public services, take up new opportunities and commission the right outcomes for their communities.	£50,000	Dates TBC	Senior representative and Commissioning Managers from each department.	Commissioners to be developed as leaders – not to view strategic commissioning as transactional at a micro level. All participants will join an alumni network, providing access to a supportive group of peers

¹ Launched by Cabinet Office in 2013, the Commissioning Academy combines the latest and proven practices on leading change across complex system. PSTR are the Cabinet Office's delivery partners for delivery of the training.