



# Embedding SfL in London Local Authorities

using the  
Get on Local Government  
approach

# Phase 1

- intensive activity, three authorities, 2003 - 2005
- partnership, strategic approach
- development work, capacity building
- resources on Basic Skills Agency website
- <http://www.basic-skills.co.uk/site/page.php?cms=3&p=767>



# Primary concerns for local government

- Performance Improvement
- Customer focus
- Single Status
- E-Government and E-Learning
- Investors in People
- Outsourcing
- Access to workforce development
- Promotion/transfer of employees



# Benefits from Phase 1

- Communicate well
- Adapt to change
- Use new systems and technologies
- Ability to take on new tasks
- Solve problems
- Contribute ideas
- Improved staff retention and absenteeism
- Staff feel valued and jobs enriched



# What we Learned

## Partnership working

- Different agenda
- The detail
- The big picture



# What we Learned *cont 1*

- Support from senior management
- Systematic approach
- Think long term
- Awareness raising



# What we Learned *cont 2*

- Employee engagement
- Inclusive, sensitive, confidential and voluntary
- Learning in the workplace and in work time
- Specialist providers

# Preparations for Phase 2

- mapping SfL activity
- potential additional funding
  - National Employer Training Programme (NETP)
  - ODPM – include SfL within Local Area Agreements
  - Local Government Improvement Partnership funding



# The Phase 2 Offer

- 10 x £30K Grants
- Mentoring
- Sharing experience with other boroughs
- Awareness raising and capacity building for LA staff and SfL providers e.g.
  - strategic planning
  - embedding SfL in systems
  - co-developing training

# Outputs - *Required*

- Responsibility for developing and implementing SfL strategy
- Public commitment to address SfL needs
- Steering Group
- Senior managers to promote SfL
- LSC Strategic Planning Support Group

# Outputs - *Required* cont

- Awareness raising and/or capacity building:
  - 20 managers
  - 3 L&D officers
  - 2 vocational trainers
- SfL learning opportunities for 80 staff (Y2)
- Learning programmes during work time, or in work time and paid own time

# Outputs – *Desirable*

E.g.

- Achieve Get On Local Government Award
- Identify SfL needs e.g. within recruitment, induction, appraisal
- Embed SfL learning in vocational learning
- Support unions in ULR recruitment and training
- Plain English policy

# Application Process

- Simplified application form
- Timescales:
  - Applications received by: **Friday 10<sup>th</sup> March**
  - Assessment of applications: **w/c 13<sup>th</sup> March**
  - Contract discussions: **Wed 22<sup>nd</sup> & Fri 24<sup>th</sup> March**
  - Project start date: **01<sup>st</sup> April 06**

# Contact Details

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