

Employers' Organisation (EO) for Local Government

Introduction to the GO Local Government Award and Action Plan toolkit

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Known: Interested in GO Local Government Award, chosen this workshop.

Unknown: What will make the workshop worthwhile based on your individual needs and the SfL context you work in?

- Please introduce yourself to the person on your left and find out:
 - their name and role/context in the SfL agenda.
 - two things that would help them understand more fully their contribution to supporting SfL through the Go Local Government Award

Context of workshop based on what you have told us

- Key context and themes from feedback

The Go Local Government Award is about partnership working EO, LA, Skills for Life Strategy Unit and the community

- Strategic Framework
- Supports:
 - Comprehensive Performance Assessment (CPA)
 - Investors in People (IiP)
 - Workforce Planning
 - Recruitment and retention
 - Disability Discrimination Act (DDA) & Statutory/legislative
- Realistic timeline (9 months)
- Develops robust and sustainable community partnerships
- Supports other skills agendas such as:
 - NVQs
 - Modern Apprenticeships
 - Leadership
 - Succession planning
 - Team working

Investors in People

- Investors in People (IiP) has identified SfL as key within their guidance. The GO Local Government Award is evidence of supporting SfL and workforce development for all employees. It provides an additional measure of impact and achievement.
- francesg@iipuk.co.uk

Go large or small

- Whole organisation approach
- Directorate approach and work towards whole organisation approach

No hassle, simple stages

Stage 1

- LA notifies EO that they have commenced (already working with community) or are intending to commence working actively in SfL arena.
- LA identify senior lead officer to co-ordinate the EO and community partnership approach to SfL and the GO Local Government Award.

Stage 2 – Sign Up

- Chief Executive, an elective member, lead officer and/ or Directorate senior manager sign initial commitment.
- EO will ensure this process is seamless and support you work up your focus for SfL activity and associated action plan.
- The community will help you cost-effectively resource your action plan.
- EO and Skills for Life Strategy Unit will provide a certificate to record the LA commitment to SfL.

Stage 3 – Action Plan – 9 months from sign up

- LA identifies SfL focus (organisation or directorate-specific) and works up an action plan, supported by the EO and the community which includes:
 - Analysis of need
 - Strategic and Operational plan of how you will support identified need (EO toolkit)
 - New steering group members or members of an existing strategic group
 - Union representation

Stage 3 – the action plan must...

- Be in writing and available to everyone
- State that helping employees improve their Skills for Life is a commitment of the whole authority
- Include an assessment of need
- Have clear aims and objectives
- Include the measures that will be taken to improve Skills for Life for employees
- Set realistic but challenging timescales for achievement
- Detail resource
- Identify accountability
- State how the Action Plan will be monitored

Stage 3 – the Award criteria for the full GO Award

- **Whole organisational approach.** The result is that learning opportunities are available to everyone with a Skills for Life needs, not limited to a few departments or teams.
- **Working towards the development of a strategy for the authority.** The result being that Skills for Life is considered and addressed at all stages in planning processes.
- **Developing staff within the organisation to support Skills for Life (e.g. supervisors, mentors, union learning reps, HR).** With the intention of building internal capacity.
- **Appropriate identification of staff with Skills for Life needs.** To enable positive initial and diagnostic assessment of all staff.
- **Flexibility in delivery of Skills for Life offer in the workplace.** To ensure that staff are not penalised in any way when taking up a Skills for Life training offer.
- **Skills for Life development offer forms part of the wider staff development programme with IAG and progression routes identified and mapped.** To provide full and appropriate sign posting and advice for employees.

Stage 4 - Assessment

- EO design and put in place a peer assessment process on a regional basis.
- Peer assessor will visit LA.
- Recommendation for LA to receive the full award
- Recognition of LA actively building community partnerships

Strategic Toolkit Framework

- **Electronic template**, reduces paperwork and time.
- **Pick and mix menu**, national best practice, LA input, Surrey LAs
- **Models** to support building the action plan.
- **Resources** to maximise investment:
 - Skills for Life Champions Guidance booklet
 - Community resources (human and financial)
 - DVDs, videos, presentations

Question and Answer session

What else do you need to know?

Building a partnership case study for the toolkit

Activity:

Thank you for your active
participation

Next Steps

- Partnership case study to support the GO Local Government Award will be added to the toolkit.
- Copies of the case study will be circulated to conference attendees

End of Session

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