

Directorate: CORPORATE SERVICES

Proposal : STAFF DEVELOPMENT

PROPOSAL DETAILS

Currently LCC does not have any successful people development strategies or toolkits in place to upskill, develop and enhance workforce capability and this is detrimental to the future success of delivering on our ambitions through people and transformation.

By providing a framework for talent management, training and succession planning, it will be an enabler to develop home grown talent to be able to deliver on future initiatives and projects to make LCC successful in achieving its ambitions. It will be an enabler for upskilling and developing staff in to roles which the council needs to be able to deliver on key projects and deliverables with the people we have today in an efficient and effective optimised way. It will significantly improve employee engagement by making people feel that they have something to offer and can continue to add value to the organisation through their own self development and valued contribution now and in the future. It will also contribute to delivery of the health and wellbeing strategy, in particular mental health

A new Talent & OD team will lead the delivery of training, people development and opportunities for technical and leadership capability enhancement in the form of new L&D programmes and initiatives

Every employee in the council will have the opportunity to enhance and develop in their current and future roles and have access to health and wellbeing training.

This is a request for additional funding, within LCC there are existing training budgets which will be consolidated

REVENUE REQUIREMENTS

GENERAL FUND	2020/21 £	2021/22 £	2022/23 £	2023/24 £
Additional Budget	50,000	40,000	30,000	10,000
Total	50,000	40,000	30,000	10,000

COUNCIL PRIORITIES

A Sustainable District	
An Inclusive and Prosperous Local Economy	
Healthy & Happy Communities	
A Co-operative Kind and Responsible Council	Health and wellbeing and staff development for all council employees

CROSS CUTTING THEMES

Climate Emergency	
Community Wealth Building	
Community Engagement	

PERFORMANCE OUTCOMES		
Outcome	Performance Measure	Target
Enhanced strategic workforce capabilities	Monitoring of skills and development training on Learning Pool	Throughout 2020 and beyond
Home grown talent, less negative attrition and retention of good staff	HR data and metrics, plus engagement surveys to demonstrate the success of the framework and people development	Throughout 2020 and beyond
Investors in People award	Award for improvement on recommendations that have been actioned and embedded and recognised as a great employer of choice	End of 2020/start of 2021
Improved health & wellbeing	Reduction in sickness absences cases	End of 2020