

2015/16 BUDGET CARRY FORWARD REQUEST FORM

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| Description | Corporate Learning & Development Training budget |
| Reported to Members | |
| Corporate, cross-cutting (community safety, equality, etc) and service priorities | To help continue to meet the Councils priorities |
| Mandatory / discretionary | Discretionary |
| Revenue Implications One-off or on-going | One off |
| Savings identified elsewhere | None |
| Partnership opportunities | None |
| Grants and joint financing opportunities | |
| Charging policy | |
| Consultation undertaken | |
| Affect on other services | Will provide additional training support to all service areas. |
| Implications if not approved | <p>Over the past few years the training and development budget has been supplemented with additional ESF and Government funding that has been gained.</p> <p>Due to emphasis for funding now being around Apprenticeships and the reduction in grant funding, moving forward the amount of L & D training that can be delivered with the current budget will be significantly reduced.</p> <p>As a result the carryover of £6470 will be used to help supplement the cost of a Learning Management System. The basic cost will be £22,800 per year which will provide training for 1000 employees, with an additional £4,255 in the first year for the synchronisation of data from Resource Link in to the LMS system and in year 2 this cost would be £1,500. The contract for the system would be over a two year period with fees being paid annually.</p> <p>There is also the opportunity to further develop the system to include an on-line EPD process for managers and employees to use which SLT are interested in and has asked for costs for this module also.</p> <p>By implementing an on line system it will support the</p> |

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| | <p>Councils corporate and mandatory training requirements for training such as, Data protection/FOI/ Safeguarding/Equality & Diversity/ Health & Safety. Also within the Government catalogue there are courses for Health & Wellbeing/ Recruitment & Selection /Information Security/ Managing People/Personal skills/Change management etc.</p> <p>The system will provide alerts to managers to let them know when an employees has not completed the set training and will notify when refresher training is required.</p> <p>From a central admin point reports can be produced to show how many employees have undertaken a training course and will give names of who is outstanding which will allow the Council to demonstrate what training has taken place if audited.</p> <p>It will also support managers and staff with soft skills training that has been identified through the EPD process.</p> <p>The Learning Pool System is currently used by 240 local authorities.</p> |
| | <p>Learning & Development assists the Council in meeting the following corporate priorities/targets.</p> <p>To become financially sufficient by 2020 so we can continue to deliver the services the communities need:</p> <p>Through improving the technology that supports our service delivery and increase skills and capacity of our staff to work in a more commercial manner</p> <p>Assist with Key Projects i.e. :</p> <p>Delivery of the 2015-19 workforce plan</p> <p>Support with maintaining the Investors in People standard.</p> |
| <p>Other Comments:</p> | |