

EAST HERTS COUNCIL

HUMAN RESOURCES COMMITTEE – 15 APRIL 2009

REPORT BY HEAD OF PEOPLE AND ORGANISATIONAL SERVICES

14. SKILLS PLEDGE

WARD(S) AFFECTED: None

“D” RECOMMENDATION: to approve the commitment of the Council to Skills Pledge

1.0 Purpose/Summary of Report

1.1 To sign up to the Skills Pledge.

2.0 Contribution to the Council’s Corporate Objectives

2.1 Skills Pledge contributes to the corporate objective ‘Fit for purpose, services for you’

3.0 Background

3.1 Skills Pledge is a workforce development initiative available in Local Government supported by East of England Regional Assembly.

4.0 Report

4.1 The Skills Pledge is a voluntary public commitment by the leadership of the Council to support employees to develop their basic skills, including literacy and numeracy, and work towards qualifications to at least Level 2.

4.2 The purpose of the Pledge is to ensure that employees are skilled, competent and able to make a full contribution to the success of the Council and to take the organisation forward, as well as giving employees’ employability skills for progression.

4.3 There are five stages of the Skills Pledge. The first stage of implementing Skills Pledge is for the Leader and Chief Executive of the Council to sign a statement of intent and write to employees

providing a formal statement of the Council's intent to make the Skills Pledge.

4.4 It is recommended that once the statement of intent has been made, Human Resources leads on the diagnostic/analysis stage, in agreement with Corporate Management Team (CMT) based on service priorities. Timescale to be agreed.

4.5 More information on the Skills Pledge and other Workforce Development Initiatives and Awards for Local Government is attached in Appendix A (pages 14.3 – 14. 23).

5.0 Consultation

5.1 Unison has been informed of this intent.

6.0 Legal Implications

6.1 None

7.0 Financial Implications

7.1 Support is available to the Council wishing to sign up to the Pledge. The Learning and Skills Council's free Train to Gain service will support the Council through each stage.

8.0 Human Resource Implications

8.1 As detailed in the report.

9.0 Risk Management Implications

9.1 None.

Background Papers

None.

Contact Officer: Emma Freeman – Head of People and Organisational Services

Report Author: Emma Freeman – Head of People and Organisational Services