

Committee:	Union Employee Consultation Committee	Agenda Item No.:	10.
Date:	15 <sup>th</sup> July 2008	Category	3
Subject:	Skills Pledge	Status	Open
Report by:	Director of Strategy		
Other Officers involved: Director	Chief Executive Head of Human Resources Strategy		
Relevant Portfolio Holder	People and Performance		

### **RELEVANT CORPORATE AIMS**

STRATEGIC ORGANISATIONAL DEVELOPMENT – Continually improving our organisation.

Continuing to develop the effective contribution of all our employees

### **TARGETS**

Review and replace the People Strategy by March 2009 and implement all milestones by March 2011

### **VALUE FOR MONEY**

Any learning and development for employees arising from the Skills Pledge is likely to receive external funding support.

### **THE REPORT**

The purpose of this report is to obtain authority to sign the Skills Pledge which seeks to ensure that all employees are qualified to at least a Level 2 qualification. It is intended to lead to a rapid increase in the numbers of skilled and qualified adults in the workplace.

The Council is a member of the sub-regional Alliance Employment and Skills Board and has representation on the regional Employment, Skills and Productivity Partnership through the Worklessness Task and Finish Group. Among other things, both of these bodies seek to raise skill levels in the sub-region of North Derbyshire and North Nottinghamshire. Across the East Midlands, a target for employers signing the Pledge that employ 51% of the regions workforce by 2010 has been agreed. It is anticipated that if sufficient

progress has not been made by 2010 the Government will legislate to require employers to train.

As a sub-region there is a legacy of longstanding worklessness and low skills prevailing in many communities. Residents in the sub-region are less likely to be qualified to Level 2 or Level 4 than the East Midlands average. However, the sub-region is benefiting from sustained economic growth and continuing economic developments at e.g. Markham Vale, Castlewood and more recently Steetley Quarry.

Although not identified as a contributing partner, the Local Area Agreement for Derbyshire includes NI 163 which is aimed at increasing the working age population qualified to at least Level 2. Nationally Trades Unions also support the Skills Pledge and have programmes for partnership working with employers on a variety of workplace learning initiatives.

### **ISSUES FOR CONSIDERATION**

The Skills Pledge is a commitment by the leader of any organisation to take whatever action is necessary to increase the skills of their current and future workforce to achieve their business objectives. It provides a three year opportunity for employers to demonstrate that they will do more on a voluntary basis to ensure that no one in their workforce lacks basic skills and or a minimum of a full Level 2 qualification. It is therefore proposed that the Chief Executive sign the Skills Pledge on behalf of the Council to demonstrate our commitment.

### **IMPLICATIONS**

Financial : Funding is currently available to support efforts to improve basic skills in the workplace.

Legal : None

Human Resources : To maximise the impact of signing the Skills Pledge it will be necessary to identify current skills in the workforce and to implement targeted programmes to assist those employees who do not currently hold a Level 2 qualification.

### **RECOMMENDATION**

**That the Chief Executive be authorised to sign the Skills Pledge on behalf of the Council.**

ATTACHMENT: **None**  
FILE REFERENCE: **Worklessness file held by Director of Strategy**