

# **WEST DUNBARTONSHIRE COUNCIL**

## **Report by the Head of Human Resources & Organisational Development**

**Joint Consultative Forum – 24<sup>th</sup> June 2010**

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**Subject: Lifelong Learning**

### **1. Purpose**

- 1.1** This report provides an update on preliminary discussions between Organisational Development and the Trade Unions on Lifelong Learning, and sets out a proposed set of principles on how the Council and Trade Union representatives will work together to develop this further within the organisation.
- 1.2** Feedback and agreement is invited from the forum on the proposed principles for working together.

### **2. Background**

- 2.1** Lifelong Learning is about personal fulfilment and enterprise and is principally concerned with the development of learning opportunities for individuals of working age and the continuous development of knowledge and skills aimed at enhancing the individual's quality of life and society's well being.
- 2.2** Lifelong Learning encompasses the whole range of learning; formal and informal learning, workplace learning and the skills, knowledge, attitudes and behaviours that people acquire in day-to-day experiences.
- 2.3** The Council recognises and values the potential of all employees and is committed to the personal continuous development of all staff. The development of an organisational Learning and Development Strategy will be a key framework aimed at ensuring that our organisational and personal learning objectives and are prioritised, resourced, and aligned to deliver the required organisational performance as well as individual and personal development needs.
- 2.4** The Trade Unions have expressed a strong commitment to Lifelong Learning and are keen to ensure that all staff has access to appropriate learning and development activities and programmes which enhance individual skill and capability for both current and future personal aspirations.

### **3. Main Issues**

- 3.1** The Organisational Development Team and the Trade Unions have discussed the concept and approach to developing Lifelong Learning and agreed this

should be incorporated as a fundamental part of the organisational Learning and Development Strategy. As a precursor to this development it was agreed to develop a set of principles which establishes how the Council and Trade Union representatives will work together to drive forward this framework.

**3.1** The principles outlined below propose how the Organisational Development team and Trade Union representatives would work together to develop Lifelong Learning:

- Organisational Development and Trade Union Representatives will aim to:
  - Work together to develop the Council's vision for Lifelong Learning
  - Develop the approach to Lifelong Learning through partnership working and be willing to share knowledge and experience where needed
  - Work through a combined effort to maximise on support and development opportunities for staff
  - Appreciate differing perspectives and value the role and input of each other in developing the framework
  - Develop positive relations through co-operative working and maintaining a focus on the shared vision
  - Draw on the input of staff and colleagues to gain ideas, suggestions, and feedback, on the approach to Lifelong Learning
  - Gain buy-in and commitment to support the framework and promote the value of Lifelong Learning throughout the organisation

**3.2** The development of a Learning and Development Strategy which encompasses the commitment and approach to Lifelong Learning will be fundamental in ensuring that the personal development needs of staff are addressed and there is equal access to development opportunities for all staff across the Council.

**3.3** A joint approach by Trade Unions and Organisational Development will create a shared understanding on the priorities for learning and development, increase the pace and drive forward a wider learning and development agenda, and maximise resources to increase the availability and access of learning and development programmes for staff.

**4 People implications**

**4.1** There are no people implications at this time.

## **5. Financial Implications**

**5.1** There are no financial implications at this time.

## **6. Risk Analysis**

**6.1** A formal risk assessment has not been undertaken and is not required at this stage.

## **7. Equalities impact assessment**

**7.1** An equalities impact assessment is not required at this stage

## **8. Conclusions & Officers' Recommendations**

**8.1** The development of a commitment and organisational support for Lifelong Learning will be an integral part of the Council's Learning and Development Strategy. A set of principles which establishes how the Trade Unions and Council will work together to develop this further will be beneficial in ensuring that there is strong partnership working, an explicit commitment to Lifelong Learning, and agreed parameters for the developing the framework.

**8.2** The Forum is asked to:

- (i) Provide any feedback and agree the proposed principles for working together to develop an approach to Lifelong Learning.

*Electronic Signature*

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**Appendices:** None

**Background Papers:** None

**Wards Affected:** None