

ENHANCING SKILLS WITHIN LEEDS CITY COUNCIL



In November 2008, Leeds City Council signed the Skills Pledge – A pledge to their employees to invest in their skills by training them up to at least a level 2 standard.

In response to this, Train to Gain Skills Broker Lee Reddington was assigned to them in a bid to help gauge exactly what training was required – A challenging task in such a large organisation.

Lee encouraged the council to carry out a whole-staff survey in order to check qualification levels. As a result of this, large groups of staff who did not hold level 2 qualifications were highlighted. This meant that attention to training could be given where needed.

The council then provided Lee with a 'Wish List' of courses that employees were interested in. He then set about identifying suitable providers and possible funding. After a series of interviews, the council selected 9 providers consisting of both private companies and local colleges. Lee also helped the council to access funding in the region of £1.7 million to date.

Regarding the Train to Gain service, Corporate HR Manager Jill Gibbons said:

'Lee helped us to begin the Skills Pledge process and to find providers who have



proved very able to supply relevant training and assessment in the workplace. The initiative has really helped us to meet the needs of 'large front line staff groups'.'

A full evaluation is yet to be carried out but an increased level of confidence and interest in further training has been immediately apparent in the learners.

'The initiative has strongly encouraged us to review employees' qualification levels and target access to NVQs and associated training.'

If you would like more information on the Public Sector Train to Gain service please contact an advisor on:

01904 612 231

