



EMPLOYMENT COMMITTEE – 22 MAY 2025

PEOPLE STRATEGY UPDATE – LEADERSHIP AND WORKFORCE DEVELOPMENT

REPORT OF THE DIRECTOR OF CORPORATE RESOURCES

Purpose of the Report

1. The purpose of this report is to update the Employment Committee on progress made in relation to Leadership and Workforce Development projects which are part of the Council's People Strategy.

Policy Framework and Previous Decisions

2. On 23 May 2024, the Employment Committee approved the People Strategy 2024 – 2028.
3. The People Strategy identifies the workforce priorities for the Council between 2024 – 28. The Strategy provides the framework by which the Council will take key workforce priorities forward, all focused on making sure that the Council achieves its strategic objectives. It is divided into three themes: Workforce and Culture, Leadership and Workforce Development and Performance Management.
4. A key programme of activity was identified relating to Leadership and Workforce Development. This was implementation of a new Learning Management System.

Background

5. The Council has had a Learning Hub, previously provided by Learning Pool, in place since 2015. This has enabled employees to access digital learning resources and manage their own workshop bookings.
6. In 2024 a procurement exercise was undertaken to ensure the Council was receiving best value for money and had a Learning Management System with the functionality to meet the changing needs of the organisation, particularly in regard to reporting mandatory training compliance
7. Following the procurement exercise a contract was signed with Thrive, an organisation with experience of providing Learning Management

Systems within both the Private and Public Sectors. This was at the same cost as the previous system.

8. The new Learning Hub was made available to all employees in January 2025.

Progress to date

9. This has been a huge undertaking, closing down one Learning Management System “Learning Pool” and updating migrating to a new system “Thrive”. Prior to implementation of the new “Learning Hub” a number of briefing sessions were held for both managers and employees to provide information on the functionality of the new Learning Hub. These were well attended and feedback from attendees noted the improvements from the previous system.
10. Work has been undertaken with managers to demonstrate how they can report on mandatory training compliance within their teams and services.
11. The Service has migrated 70,084 users to have access to the new Learning Hub. This includes all employees of LCC. The organisation provides a wide range of e-Learning training some hosted training on behalf of the county.
12. All 1200 volunteers working for Leicestershire County Council can now access the Learning Hub and specific training has been developed to assist them in undertaking their roles.
13. Since the launch in January 2025 there have been 207,000 views/hits of learning content.
14. A Learning Hub app is now available to employees, both on corporate devices and their own mobile phones and tablets.
15. Work is being undertaken to provide a bespoke area for elected members within the Learning Hub.

Next steps

16. The second year of the People Strategy is committed to the following Leadership and Workforce Development projects:
 - i. To undertake further work to utilise the functionality of the new Learning Hub, promoting self service for employees and improved data reporting.
 - ii. Development of a Talent Approach for The Council that supports retention, development and provides pathways to young people into entry level roles and apprenticeships.

- iii. To further develop the Leadership and Management Development offer to support Senior Managers to work strategically and to lead within the context of Local Government reorganisation.

Conclusion

- 17. Leadership and Workforce development continues to be a key focus of the People Strategy and a future update to Employment Committee will be provided at the appropriate time.

Recommendation

- 18. The Employment Committee is asked to consider and note the action taken so far and future next steps outlined in the report to address the work undertaken to support Leadership and Workforce Development.

Background Papers

People Strategy 2024-2028:

<https://democracy.leics.gov.uk/documents/s182890/Appendix+-+People+Strategy+2024-2028.pdf>

Circulation under the Local Issues Alert Procedure

- 19. None

Equality and Human Rights Implications/Other Impact Assessments

- 20. An Equality and Human Rights Impact Assessment will be carried out for specific policies and procedures where appropriate.

Officer to Contact

Lucy Littlefair
 Assistant Director, Corporate Services
 Corporate Resources Department
 Tel: 01163056333
 Email: lucy.littlefair@leics.gov.uk

This page is intentionally left blank