

SUBJECT:	TRAINING AND EVENTS CO-ORDINATION
MEETING:	INDIVIDUAL CABINET MEMBER- Resources
DATE:	31st AUGUST 2016

1. PURPOSE:

- 1.1 For the corporate training team (Talentlab) to continue to provide training opportunities for colleagues whilst minimising the costs incurred to the organisation and ultimately the citizens of the County.
- 1.2 To seek agreement to provide a full time permanent post of training and events organiser to support the learning and development of the organisation via Talentlab.

2. RECOMMENDATIONS:

- 2.1 To consolidate the staffing resource to provide stability and enable future planning and development of Talentlab, to enable ongoing progress and efficiencies.
- 2.2 The Talentlab has a permanent and dedicated training and events organiser to assist with design, marketing and promotion of learning and development activities.

3. KEY ISSUES:

- 3.1 Talentlab was set up as a way of maximising our internal capacity to increase organisational learning by offering training space to external partners who will deliver learning activities to our employees at no cost to us.
- 3.2 Talentlab has proved to be a successful way of maximising our potential for partnership working, through collaborating with both internal and external providers.
- 3.3 “Buying in” and traditional commissioning of external learning and development is expensive and no longer a sustainable practice. Talentlab has demonstrated viability in terms of outputs, outcomes and potential for future income generation (**Appendix A**) already delivering significant value to Monmouthshire since the project commenced 18 Months ago.
- 3.4 The training and events organiser post was set up as a temporary post during the prototype phase of Talentlab. (**Appendix B**) and is an important role which contributes to the ability of the service to meet organisational training needs and contributes to our ongoing potential to generate income via sales and marketing of our products. This post is also important in terms of supporting Talentlab to deliver efficiencies and ongoing savings.

3.5 The training and events organiser post is essential in terms of designing, marking, promotion and also in terms of measuring the impact of training and ROI of Talentlab activity.

3.6 The training and events organiser post is currently filled on a full time basis (Temporary) and funded through Talentlab staffing budget.

4. REASONS:

4.1 The training and events organiser post is essential if we are to continue to design, deliver and evaluate learning in order to meet our internal learning and development needs via Talentlab

4.2 The current post has been “temporary” for 18 months and has already been extended a number of times due to ongoing business needs/demand.

5. RESOURCE IMPLICATIONS:

5.1 The post funding will be met from existing staffing budget

5.2 Talentlab has generated income to date of approx. £11,000 and it is anticipated that this post is critical in terms of supporting future income potential, which will enhance the ongoing sustainability of the service.

6. SUSTAINABLE DEVELOPMENT AND EQUALITY IMPLICATIONS:

6.1 Equality impact and sustainability checklist has been completed and is attached (**Appendix C**) with any impacts identified.

7. SAFEGUARDING AND CORPORATE PARENTING IMPLICATIONS

7.1 There are no issues outside of Corporate Policy/Procedures and guidelines.

8. CONSULTEES

HR/People Services
SLT- Head of Resources

9. BACKGROUND PAPERS:

Appendix A - Talent Lab Progress Report
Appendix B- Training and Events Organiser job description
Appendix C- Future Generations Assessment

10. AUTHOR:

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11. CONTACT DETAILS:

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