

Public Service Compact



Greater Lincolnshire
Public Service Compact
working together

The mission of the Compact is for public service organisations in Greater Lincolnshire to work together to address the particular employment / recruitment / workforce development challenges that face the county.

**Annual
Report
2018**

The Greater Lincolnshire Public Service Compact Annual Report for 2018



Paul Collins, Director of Business Development at Boston College and Chair of the Public Service Compact Steering Group on the right (Karen Lee MP for Lincoln is left and Connor Medlock [winner of the Lincs PS Compact Level 3 Apprentice of the Year Award] is centre)

The mission of the Compact is for public service organisations in Greater Lincolnshire to work together to address the recruitment and workforce development challenges that face the county.

The Greater Lincolnshire Public Service Compact was established in 2007. The Compact was funded by the Learning and Skills Council until March 2010. The work to develop the skills, knowledge and qualifications base of those working in public service has continued since then, with the Compact operating as a self-sustaining project. Funding has been secured from a variety of sources to ensure that the Compact continues to benefit from external support for its activities. These sources include one-off sponsorship arrangements and deploying a Compact 'member organisation' subscription scheme. Since 2010 the membership of the Compact has grown steadily and in 2018 39 different organisations

committed to working together to address issues of common concern and interest. Our current membership features all of the NHS Trusts in the county, all of the FE Colleges, most of the local authorities, both Universities, the Lincs Police, the Lincs Fire and Rescue Service, both major trade unions who support public sector workers and a whole host of private and third sector organisations who provide public services.

In 2018 we worked together to support the development Apprenticeship programmes in public service, strengthened our working relationship with the GLLEP to play an active role in providing sustainable economic growth in the Lincolnshire and developed links with local schools to promote the public service sector as a career of choice. We also staged our inaugural Lincs Public Service Sector Apprentice of the Year Awards. We look forward to continuing this work in the coming year and I am looking forward to working with you in 2019

Paul Collins

December 2018

Good Practice Events in 2018

Our Good Practice Events are well attended and feedback is overwhelmingly positive. Sponsorship and support from Lincolnshire Police, The University of Lincoln, Serco and The City of Lincoln Council has allowed the Compact to stage four Good Practice Events in 2018

Apprenticeships Where Are We Now? The event presented up to date information on the 'Apprenticeships Levy', 'End Point Assessments' and trade union support for Apprentices. Colleagues shared the very latest information along with existing good practice, as well as allowing organisations to examine how their own organisations would be affected by changes.



Working with Academia was a good practice event staged in June that gave our member organisations an overview of what is available from our local Universities. The University of Lincoln, Bishop Grosseteste and the Open University all provided key inputs. Additionally, Lincolnshire Police gave an excellent synopsis of what is available for public sector employers from academia

Attraction Strategies in September explored how the public sector can respond to societal changes to ensure that we attract young people to jobs in the sector. The event featured key inputs from a Managing Director of a private HR organisation outlining their recruitment methods and what support is available. Other inputs included one of members describing how they deploy an 'attraction strategies toolkit' approach.



The Lincolnshire Public Service Compact Apprentice of the Year Awards

At the very end of the year we staged our inaugural Apprentice of the Year Awards. Karen Lee (the MP for Lincoln) presented the prizes. This wonderful event was hosted by Lincoln University. Over 30 Apprentices were nominated and in the pic below Karen is seen with the nine shortlisted candidates.



Sourcing further additional support and funding for the sector

Perhaps the most ambitious project over the last twelve months was the launch of the annual 'Lincolnshire Public Service Apprentice of the Year Awards'. To stage this grand event we needed to secure sponsorship from a variety of sources and for this project the Workbased Learning Alliance and EMAAN supported us financially. This coming year UNISON have committed to providing funded support for the 'Get on at Work' scheme to enable some of our member organisations to offer training to employees with functional skills issues.

Keeping our eye on the ball ...

In order to disseminate key updates on issues that affect the sector the quarterly Steering Group meetings in 2018 accommodated, as a standing agenda item the following

- The GLLEP Update
- Support for Apprenticeships
- Support from the Unions
- Working with the third sector
- Access to training and funding for training

Additionally, the quarterly Steering Group meetings accommodated one-off presentations to disseminate information and current practice that would be useful to the membership.

Plans for 2019

The Compact will continue to work to support the Skills agenda of the Greater Lincolnshire LEP. This work will see the Compact promote the public service sector as an 'employer of choice' for young people. We are planning to work in partnership with schools to promote public service careers. In 2018 the Compact worked with the membership to support the development of Apprenticeship programmes in the public sector locally. We will undertake work in 2019 to increase the number of Apprentices in Public Service. We are committed to delivering another series of quarterly good practice events (delegate places free for members) and the first of these in March 2019 will be themed around 'Retention Strategies'

EXTRA VALUE FROM THE COMPACT

With support from PS colleagues in Notts and Derbys the Lincs Compact maintain and update a web site for member organisations that provides up to date news on training and workforce development issues. The site also acts as a document repository and has an extensive resources library. The address is at the foot of each page of the report.

In 2018 the Compact established an Apprenticeship working group known as the 'Community of Practice'. This group has produced high quality materials for use across our network. Our members can download these resources from the web site. More Community meetings planned for 2019 !

Above all, the Compact is (and has always been) for the member organisations – by the member organisations. By subscribing in 2019 you will be instrumental in shaping the agenda for the Compact in the coming year.

As a Compact member organisation you will be entitled to

- Free delegate places at all good practice events in 2019
- Full membership of the Steering Group – a chance to shape the Compact agenda in 2019
- Full access to the Compact web site to share and download resources and access news items and the site's document bank

Subscription Rates in 2018

£650 for organisations with over 500 staff

£325 for organisations with between 50 and 500 staff

£200 for organisations with less than 50 staff

Subscription Rates for 2019

£675 for organisations with over 500 staff

£350 for organisations with between 50 500 staff

£225 for organisations with less than 50 staff

£100 for 'micro' organisations with less than 5 staff

NOTE: For the first time in eight years we are applying a very modest increase in subscription fees to enable us to facilitate high quality partnership working activity to address workforce development issues of common concern and interest.

Our members in 2018 (35 member organisations)



