

North Learning Network Conference Aberdeen 2 March 2007

DEVELOPING THE WORKFORCE: SO WHAT?

The Challenges of Implementing
Changing Lives

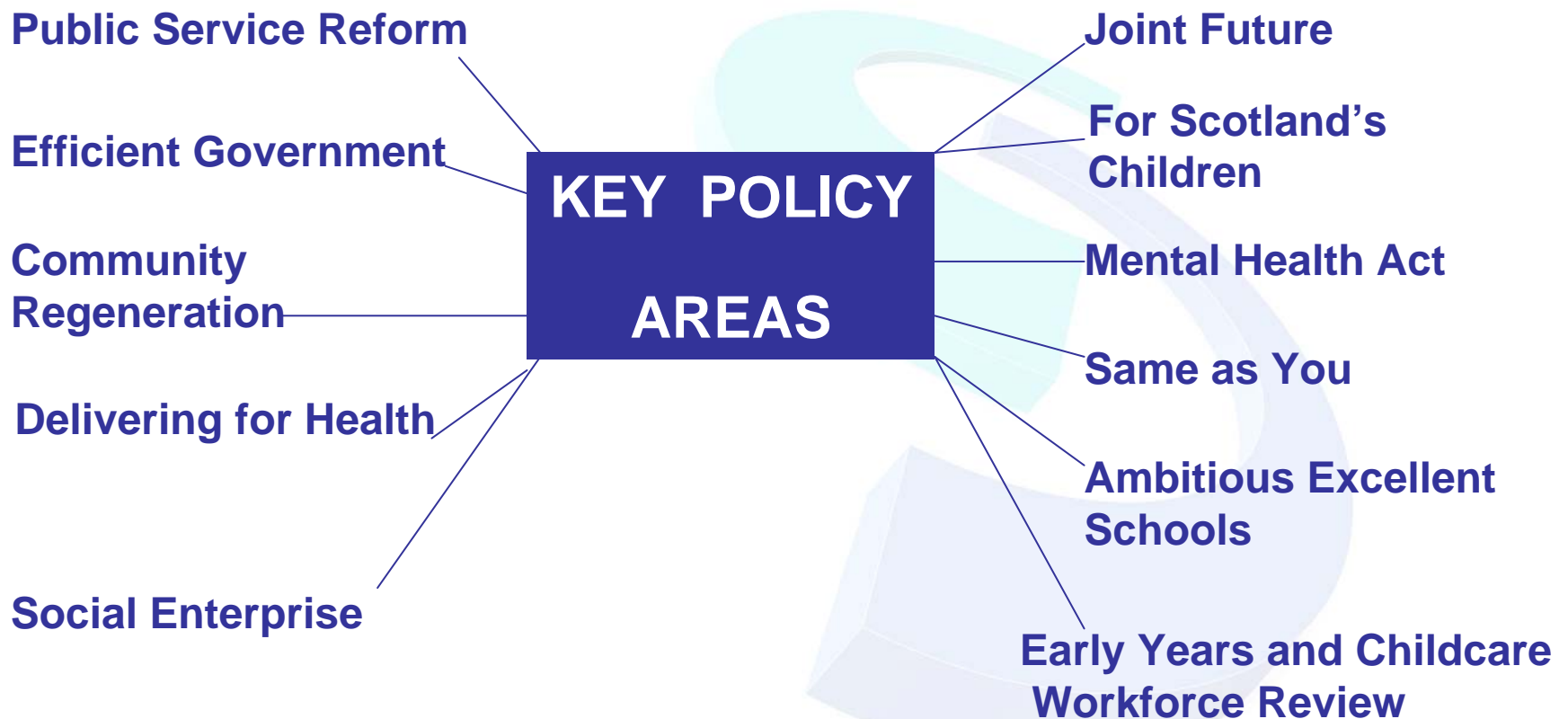
MISSION

What?

To Challenge and Champion Workforce
Planning and Development

How?

Connect, Collate, Communicate,
Facilitate, Support and Stimulate



VISION (1)

For Employers

Culture

Leadership &

Management

HR Policy & Practice

For Employees

Confident

Valued

Competent

Sound Value

Base

VISION (2)

For Education & Training Providers

Culture

Outcome Focus

Leadership & Management

Well informed, evidence based, no class bias (academic vs vocational)

DIFFERENCE WE WILL MAKE

(1)

- Evidence of practical models and tools being used to manage & measure link between service improvement and workforce development
- Case for centrality of workforce planning & development will have been made & will be evidenced in challenging and changing cultures of organisations

DIFFERENCE WE WILL MAKE

(2)

- Improved partnerships & closing of gaps between different sectors, between employers & education & training providers
- We will be signposting effective practice, identifying & moving barriers to change
- Learning Networks will be the hubs for workforce learning & development

OUTCOMES FOR EMPLOYERS

- Workforce Plans part of every Corporate Plan
- Workforce Development recognised as everybody's job
- Frontline staff engaged in shaping future service and workforce of the future
- Clarity about workforce planning & development & the difference it can make.

ACHIEVEMENTS TO DATE

- Reviewed milestones in Implementation Plan and identified work in progress
- Agreed priority workstreams
- Hosted meeting with Employers to consider strategy to support recruitment and retention
- Agreed work to support academic leadership
- Held series of meetings with key stakeholders
- Questionnaire issued to update progress on National Workforce Strategy Action Plan.

WORKPLAN 2007 -

- Workforce Information & Intelligence
- Recruitment & Retention
- Academic Leadership
- Strategic Review of Funding for Training
- Communicating our Vision, Mission & Workplan and creating two way dialogue.