

### How utilising STAR's online audit tool 2develop is assisting the public sector to meet the Skills Pledge.

STAR has been providing consultancy support to the public sector as a Train to Gain broker in Yorkshire and Humber for little over a year. The brokerage service aims to assist public sector organisations to make and meet the Skills Pledge through assisting training needs analysis, action planning, sourcing of training provision and possible funding.



Early on in the consultancy process STAR found that many organisations, particularly Local Authorities were finding it difficult to analyse training needs due to their size and complexity. They were therefore concerned about their ability to meet the Skills Pledge and other initiatives.

At this time STAR met with the local employer partnerships in Yorkshire and Humber and the North East regions LGYH (Local Government Yorkshire and Humber) and NEREO (North East Regional Employers Organisation) to form an informal partnership agreement for working with the public sector. In response to the feedback received, STAR offered to assist by offering the use of our online tool, 2develop for a pilot.

2develop is a practical and easy to use online system that can be tailored to meet the needs of any organisation. This electronic portal enables organisations to easily capture information about their workforce by using a series of bespoke questionnaires. The tool then automatically correlates the data to provide organisations with the entire workforce data.

Currently Sheffield City Council, Sunderland City Council and Durham and Darlington Fire and Rescue Service are piloting the tool. This includes an 'About You' questionnaire which captures data including individual age, ethnicity, highest level of qualification achieved etc and an 'Essential Skills' literacy and numeracy audit.

#### Other features the tool can also include:

- Job role analysis against a specified job description

- Training needs analysis against various qualifications and frameworks
- Organisational needs analysis against quality standards including IIP and EFQM
- Action planning
- CPD recording

STAR is looking to fully evaluate the pilots over the summer once the full audit is complete.

Training and Development Consultant at Sunderland City Council, Cathy Mordecai said:

*'Out of the first 400 people, who completed the questionnaires, 50 expressed an interest in brushing up on their English and 94 on their Maths. This may not have occurred to them as they went about their daily work. 2develop has been a really successful way of stimulating interest and helping us to meet our Skills Pledge.'*

As a result of the ongoing pilots with the aforementioned organisations STAR was approached by Middlesbrough Local Authority's Social Care Department regarding their obligation to report on the National Minimum Data Set for Social Care to Skills for Care.

The Social Care Department is required to log information regarding their workforce on the Skills for Care system which is an online web-based tool. However before this can be done all the information needs to be collated together, which is where they felt STAR's audit tool would be useful.

STAR is currently working with the Authority to create a tool that meets the criteria that they require in order to meet the requirements for reporting to Skills for Care. The project is in its beginning stages but will be up and running in the near future.

For more information or advice on this online tool please contact STAR using the details below.