

# SKILLS AND JOBS CHALLENGE

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Bucks Strategic Partnership Board

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## Public Sector Orgs in Bucks have been working together to:

- Assess current common skills shortages and workforce development issues across public sector
- Provide joint development opportunities so that our leaders and managers are equipped and enabled to deliver transformational change.
- Promote cost effective delivery of development, shared learning opportunities and opportunities to share best practice.
- Provide joint development opportunities so our front line workers are enabled and equipped to provide excellent customer service in a range of roles and have the ability to transfer these skills to other public sector organisations
- Provide increased employment opportunities, partic. for young people
- Recently agreed to widen the membership to include key private and voluntary sector partners who deliver services on our behalf. This will strengthen our ability to deliver the above.



## Challenges

- Changing the mindset of managers to take on board the need to undertake workforce planning activity
- Filling skills gaps:
  - Entrepreneurship
  - Leadership
  - Change Management
  - Customer insight
  - Personal care
  - Commissioning / procurement / contract management
- Recruiting and rewarding attitude as well as skills – positive, collaborative etc behaviours
- Capacity to take collaboration further through e.g. pooling of resource



## Successes

- Joint plan and ongoing actions
- Working collaboratively
- Building leadership capacity
- Sharing leadership and management development via the Joint Leadership and Management Academy
- Working with BNU to support the development of the Institute of Applied Leadership as a focus for joint working
- Getting young people into employment
  - Future Jobs Fund
  - Apprenticeships (but much more action needed)

