

DERBYSHIRE COUNTY COUNCIL
CABINET MEMBER FOR COUNCIL SERVICES

16 June 2014

**JOINT REPORT OF THE STRATEGIC DIRECTOR OF CORPORATE
RESOURCES
AND DIRECTOR OF HR**

**PROCUREMENT OF A LEARNING PLATFORM AND E-LEARNING
RESOURCE**

1. Purpose of the Report

To seek permission to procure a web-based learning platform and e-learning resources. To approve the use of £65,000 in Change Management reserves for this purpose

2. Information and Analysis

Background

The corporate review of Learning and Development has helped the council to identify options for the delivery of development support to managers, employees and partner organisations. The current context for delivery means that providing flexibility in terms of method, timing and location is required. The traditional tutor led training sessions do not always fit with a more flexible workforce. The council is looking to incorporate e-learning into its learning interventions. This will provide the most efficient delivery methods and reinforce learning provided by other means. This will reduce down time, travel costs, venue and tutor costs and carbon production. It is for this reason a project was established to identify the best options to provide access to a range on e-learning modules and on line learning tools.

The specific goals of the project are;

- To help the council meets its requirements in terms of appropriate statutory and identified mandatory training as identified and prioritised in the learning and development review.
- To use learning technology to increase the volume of learners involved in learning in the workplace
- To ensure on line learning is easily accessible and readily available for all council employees, elected members and partner organisations irrespective of role, location or hours of work.
- To fully recognise the benefits of online learning so that it offers engaging, personalised, flexible learning experiences which meet a wide range of learning styles, preferences and abilities.

Restricted

It has been established that the achievement of these goals will be best met through the purchase of a web based learning platform coupled with access to a shared library of e-learning that can be tailored and branded to meet the councils specific requirements.

Links to SAP Enterprise Learning

Since the commencement of this project, the implementation of the training administration module of SAP, SAP Enterprise Learning (EL), has identified that a web based learning platform will complement and enhance the functionality of SAP EL. The project streams are working together to maximise the benefits of both projects.

The expert resource and support provided as part of the procurement of the platform will enable the council to develop a high quality, user friendly and interactive platform that would become a focal point for all learning and development activity. This will overcome the access difficulties to SAP EL which result from the restrictions of access to the workplace portal in SAP. This is particularly important where the council needs to promote and manage training provided to external service partners, for example in adult care homes, and our crime and disorder partners. However it will also provide a better service for the council's own workforce who want to access the learning from remote locations.

Project Progress

A soft market test has been carried out to establish if there are external solutions which could provide both the platform, and access to a library of content within the funding available. This soft market test also looked to identify the local supplier market through the use of Source Derbyshire.

The market test has shown that the council will be able to meet the requirements within the available funding and it is now recommended that an invitation to tender is sent out, with a maximum contract value of £65,000. At this stage no local providers have come forward, however there will be further opportunity through the invitation to tender.

3. Financial Considerations

Funding of £65,000 is currently held in change management funding reserves. This is the money remaining from a cabinet report in October 2011 which agreed to reserve £150,000 for leadership development to support the roll out of My Plan and for a learning platform (DLE). The project to deliver the My Plan support was completed in May 2013.

This funding will cover a two year contract. This will enable an evaluation of the use and benefits realised from this method of delivery. Based upon these findings a longer term strategy for the use and resourcing of the platform and access to the e-learning resource will be presented to the Cabinet Member.

4. Legal Considerations

With a maximum contract value of £65,000, the Council's Financial Regulations require an open tendering process by public notice which must include advertising on the Council's Source Derbyshire portal.

5. Transport and Environmental Considerations

The proposed solution will provide the council with opportunities to reduce its carbon footprint, through the reduction of travel to attend training sessions.

6. Equality of Opportunity Considerations

The use of the platform will improve access to development for the council's workforce and relevant partners. The project implementation will identify those requiring additional facilities, support and adaptations to realise the benefits of this method of training delivery. It is acknowledged that e-learning on its own cannot meet all development requirements.

7. Other Considerations

In preparing this report the relevance of the following factors has been considered; prevention of crime and disorder, health, human resources, property and transport considerations.

8. Key Decision

No

9. Call-in

Is it required to call-in to be waived for any decision in the report?

No.

10. OFFICER'S RECOMMENDATION

That the Cabinet Member agrees to:-

- the procurement of a learning platform and e-learning resources through an invitation to tender.
- using the £65,000 in the change management budget.

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