

## Workforce Develop – Learning Data – Internal Staff

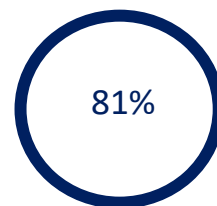
1<sup>st</sup> September 2020 to 1<sup>st</sup> September 2021



Total course completions

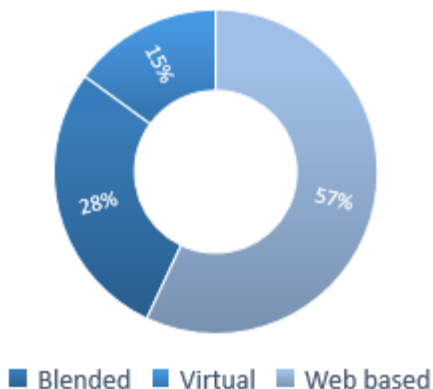


Individuals accessed learning

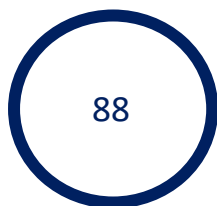
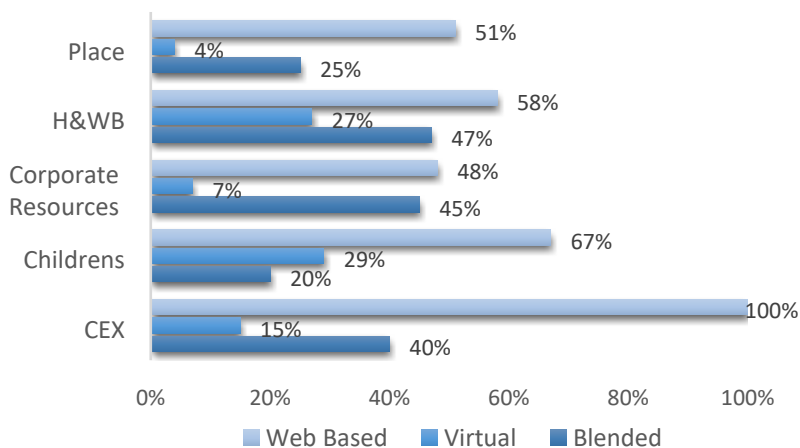


% of staff

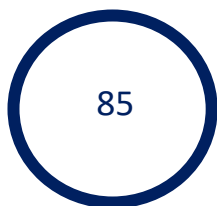
Type of learning accessed



Type of learning accessed, split by department



No of blended courses titles available



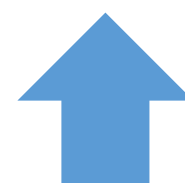
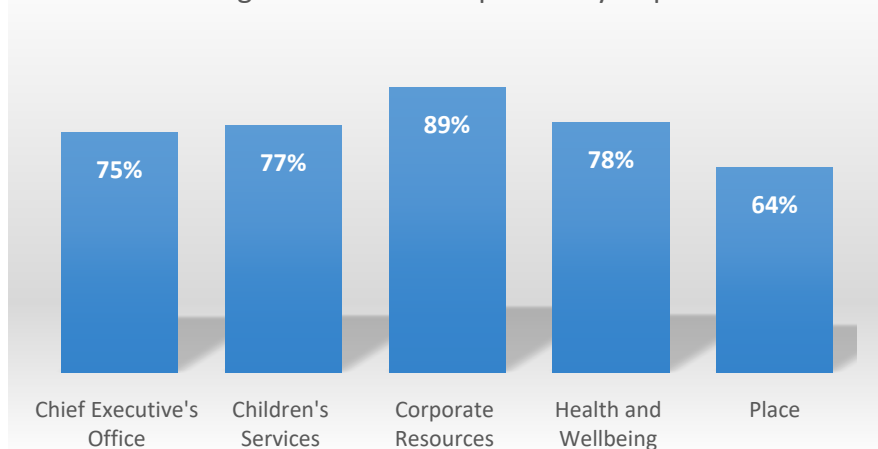
No of virtual courses titles available



No of web based courses titles available

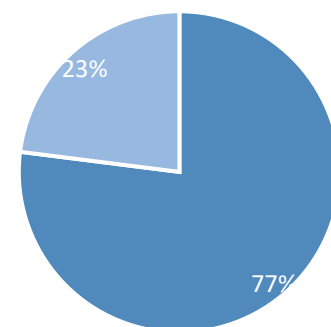
### 1.1 Corporate Learning – Protecting Information

Protecting Information compliance by Department



Compliance has increased by 10% since last year

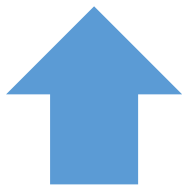
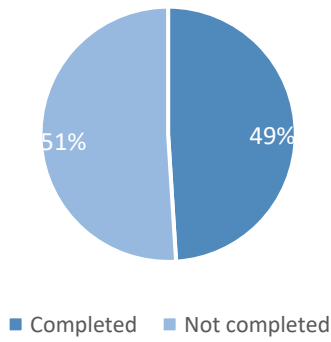
Protecting information - organisational compliance



Figures include compliance for PC and non-PC users. A new package is currently being designed to launch in 2022.

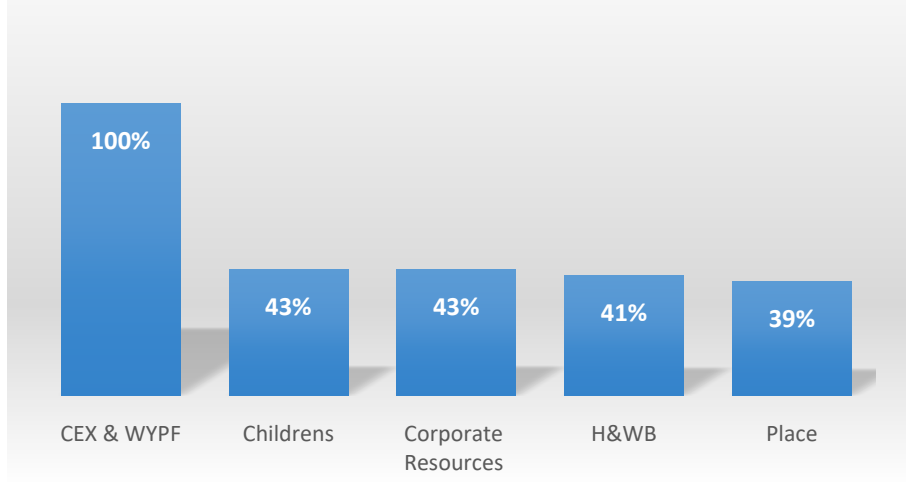
Compliant Non-Compliant

Equality & Diversity eLearning - organisational completion



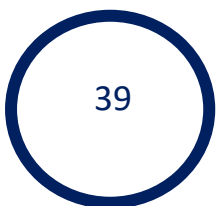
Organisational completion has increased by 17% since last year

Equality & Diversity eLearning Completion % per Department



Course Title	No. of people completed	Available from
Deafblind Awareness	276	27.02.17
LGBTQ+ Awareness	314	17.08.18
Mental Health & Vulnerability	427	03.12.20
Mental Health for Managers	144	03.11.18
The Equality Act 2010	58	11.02.21
Transgender Awareness	28	11.02.21
Unconscious Bias	489	12.08.20

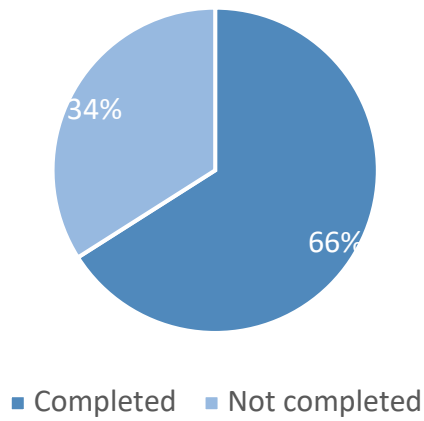
A number of eLearning packages are available for learners to search and self-register / enrol onto. These are available within our Equality & Diversity course category.



Learners attended a series of workshops around each of the protected characteristics – ‘Connected Conversations’. The staff network groups were launched based on the feedback from this activity. Further work and development in this area is ongoing.

## 1.3 Corporate Learning – New Starter Learning

% of New Starters (with PC access) completed New Starter eLearning



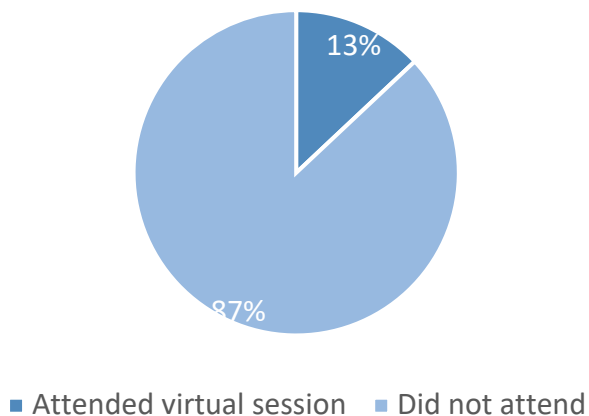
For managers who have staff without PC access, all the package details are available to download into a PowerPoint to deliver within service.



### New Starter Learning Programme - Curriculum

Percentage of new starters (with PC access) who have completed the full New Starter Learning Programme. This programme consists of a group of 7 eLearning packages and 1 virtual session. It is automatically added to new starter profiles, with a deadline to complete within 90 days. Reminders are sent to managers and learner to remind them of the completion deadline and when the learning is overdue.

New Starters (with PC access) who attended Virtual 'Meet CMT' session



Two virtual sessions were held, one in September 2020 a second in December 2020.

A further three sessions have been arranged to place from October 2021 to March 2022



**15% of staff completed Return to the Workplace – eLearning & blended**

For staff who need to be workplace based to undertake their duties, and/or are unable to work from home, return to the workplace learning is available. Those who have PC access, complete the elearning package, those who do not have PC access receive this via a face to face briefing and record completion via Evolve.



**20% of managers attended virtual learning on Evolve – Performance Management**

17 virtual sessions were held via Webex and Teams, to show managers how to navigate the Evolve Performance system and support the appraisal process. This supported an increase in appraisal completion from 7% in 2020 to 27% in 2021.



**5% of team members completed An Introduction to Evolve – Performance Management eLearning**

eLearning videos have been designed to show team members how to navigate through the system, to support completion of the appraisal process.



**5% of team members completed An Introduction to Evolve – Learn eLearning**

eLearning videos have been designed to show team members how to navigate through the system, to support completion of the mandatory and self-registered learning.



**4% of team members completed First Aid Training**

In October 2020, face to face, First Aid Training was stepped up for delivery to internal team members.

## 2. External Learners

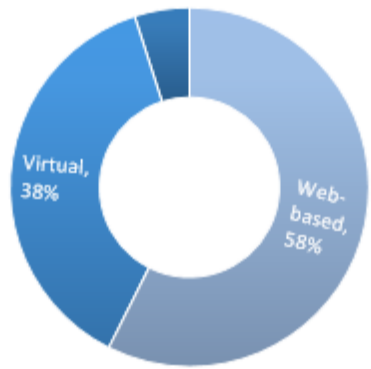
3080

Total course completions

1185

Individuals accessed learning

### Type of learning accessed



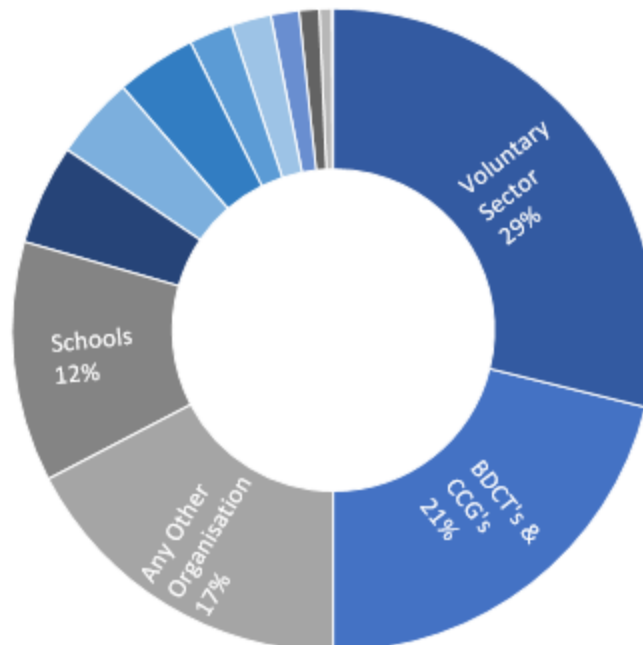
■ Blended ■ Virtual ■ Web-based

5% of external learners accessed blended learning – face to face training has been restricted due to the pandemic.

38% of external learners attended virtual training

58% of external learners accessed web based learning

### External Organisation Types - Learning Completions



■ Airedale NHS Trust (ANHST) ■ Any Other Organisation ■ BDCT's & CCG's  
 ■ CAFCASS ■ Criminal Justice & Probation ■ Early Years & Foster Care  
 ■ Housing ■ Member of the Public ■ Other Local Authority  
 ■ Private/Independent Sector ■ Schools ■ Voluntary Sector  
 ■ West Yorkshire Police & Ambulance