

Workforce Learning and Development Data – Council Workforce

1 September 2021 to 11 August 2022

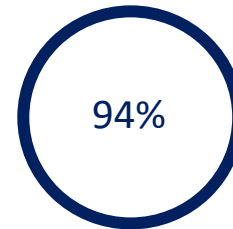
1. Council Workforce



Total Course Completions

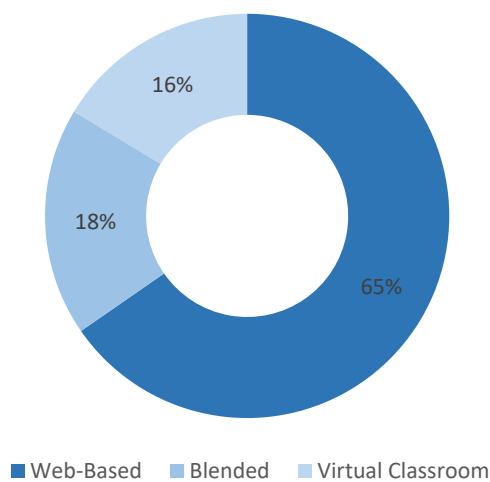


Individuals Accessed Learning

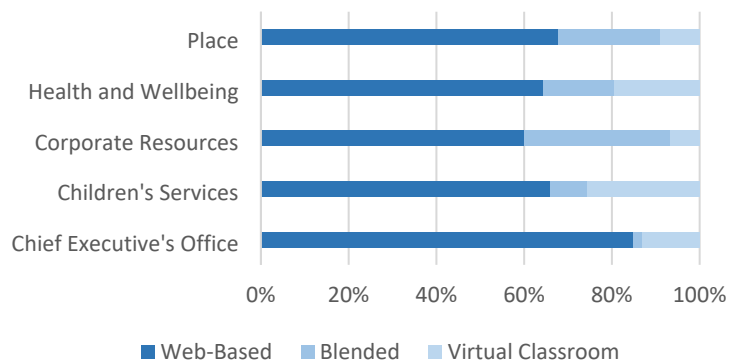


% of Staff

Type of Learning Accessed



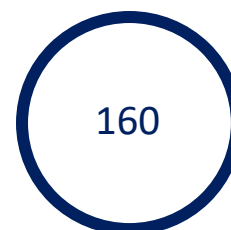
Type of Learning Accessed, by Department



Blended Course Titles



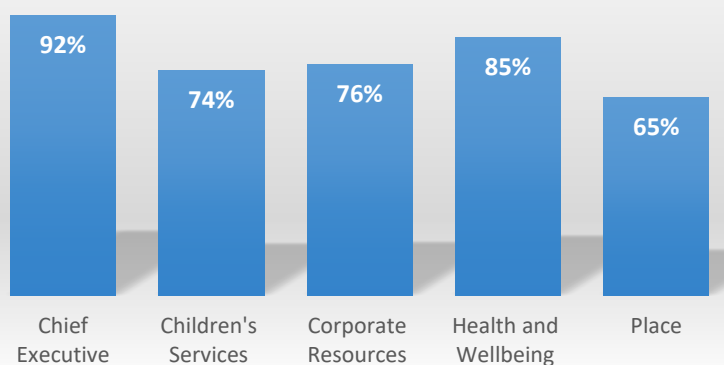
Web Based Course Titles



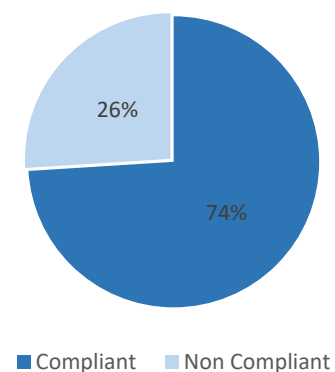
Virtual Course Titles

1.1 Council Learning – Information Security

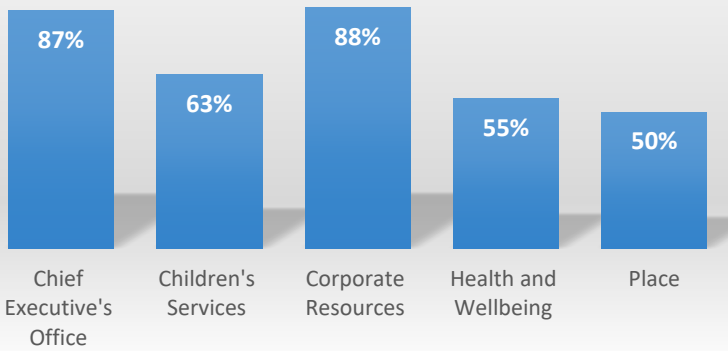
Information Security Compliance by Department



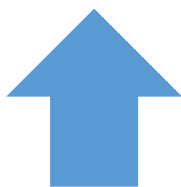
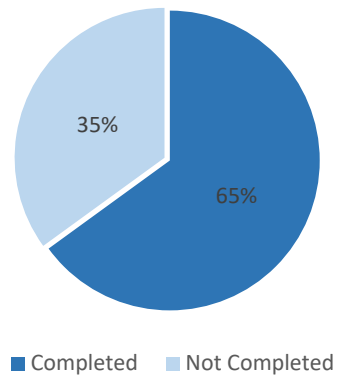
Information Security Training - Organisational Compliance



Equality and Diversity Completion % Per Department - mandatory for all staff



Equality & Diversity Training - Organisational Compliance

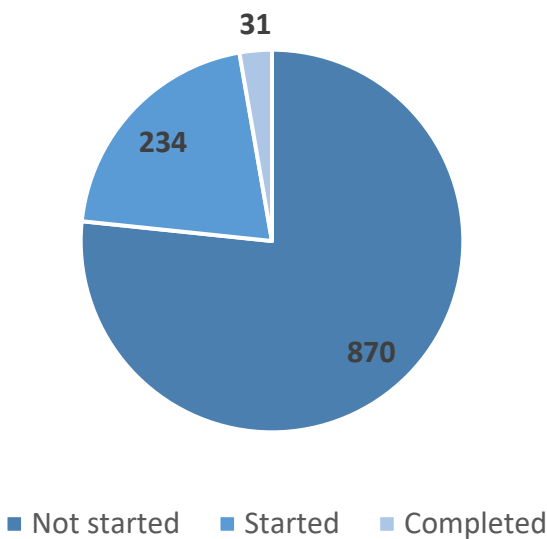


Organisational completion has increased by 14% since last year

Cultural Intelligence eLearning

Cultural Intelligence Accelerator eLearning is a series of three modules to be completed over three weeks, as part of our workforce equality diversity and inclusion programme of learning and development. The eLearning was assigned on 19 July 2022, to 1134 learners, with line management responsibility and continues to be assigned to all new managers coming into the organisation as mandatory learning.

Cultural Intelligence Accelerator eLearning completion



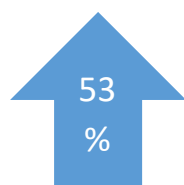
Cultural Intelligence virtual workshops

Cultural Intelligence Accelerator virtual workshops, run alongside the cultural intelligence eLearning, are a series of two virtual sessions, as part of our workforce equality diversity and inclusion programme of learning and development and are mandatory for those with line management responsibility to attend. There has been a huge demand for these sessions.



Equality & Diversity Category of Learning

A number of eLearning packages and virtual workshops are available for learners. These are available within the Council's Learning Management System, Evolve in our Equality & Diversity course category.



Offer of courses within the Equality & Diversity category have increased significantly since September 2021 from 8 to 17 learning opportunities

Course Title	Available From	No. of learners completed
LGBT Awareness eLearning	17/08/2016	120
Mental Health for Managers eLearning	03/11/2016	28
Deafblind Awareness eLearning	27/02/2017	68
Unconscious Bias eLearning	12/08/2020	891
Mental Health and Vulnerability Awareness eLearning	03/12/2020	517
The Equality Act 2010 eLearning	11/02/2021	137
Transgender Awareness eLearning	11/02/2021	85
Make Menopause Matter in the Workplace Virtual Session	30/07/2021	73
An Introduction to the Human Rights Act eLearning	03/11/2021	58
Cultural Intelligence Accelerator eLearning	05/04/2022	31
RESPECT Awareness eLearning	07/04/2022	607
RESPECT Allyship Launch Event Face to Face Session	22/04/2022	83
Cultural Intelligence Virtual Workshops	29/04/2022	4
Trans 101 – Virtual Session	07/06/2022	54
Mental Health with Gethin Jones – Virtual Session	29/06/2022	13
What is Misogyny – Virtual Session	05/07/2022	97
Race and Language – Virtual Session	15/07/2022	50

*The Equality & Diversity eLearning and Unconscious Bias eLearning are auto assigned to all learners as part of the New Starter Learning Programme of packages.

Evaluation and Feedback Data for Equality & Diversity Learning

Equality & Diversity eLearning – Mandatory for all – 1286 learners completed evaluation

Q. 1 Please rate your knowledge/skill **BEFORE** completing this eLearning package



Q. 2 Please rate your knowledge/skill **AFTER** completing this eLearning package



Q. 3 I will be able to apply what I have learnt



Evaluation free text comments from learners

A well designed course with rich contents

Examples were interesting to illustrate points being made

Interesting course which makes you think, reflect and helps you to remain self-aware.

Evaluation and Feedback Data for Equality & Diversity Learning

Unconscious Bias – Mandatory for new starters – 728 learners completed evaluation

Q. 1 Please rate your knowledge/skill **BEFORE** completing this eLearning package



Q. 2 Please rate your knowledge/skill **AFTER** completing this eLearning package



Q. 3 I will be able to apply what I have learnt



Evaluation free text comments from learners

A very difficult issue to deal with, even if you are aware of it!

I enjoyed this elearning and made me more confident in this area and will make me make better decisions and choices

A very eye-opening course, thank you.

Evaluation and Feedback Data for Equality & Diversity Learning

RESPECT Programme eLearning – 479 learners completed evaluation

Q. 1 Please rate your knowledge/skill **BEFORE** completing this eLearning package



Q. 2 Please rate your knowledge/skill **AFTER** completing this eLearning package



Q. 3 I will be able to apply what I have learnt



Evaluation free text comments from learners

A good informative course to promote respect amongst the workplace

Clear, concise and informative, giving thought provoking information to think about.

Excellent piece of training and information - formulated and pulled together in really inclusive way

Evaluation and Feedback Data for Equality & Diversity Learning

RESPECT Programme Launch Event – 38 learners completed evaluation

Q. 1 Please rate your knowledge/skill **BEFORE** completing this eLearning package



Q. 2 Please rate your knowledge/skill **AFTER** completing this eLearning package



Q. 3 I will be able to apply what I have learnt



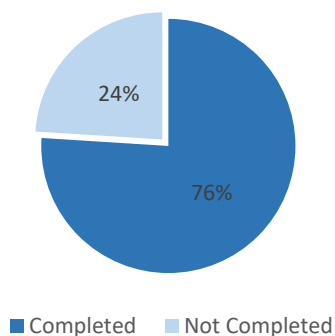
Evaluation free text comments from learners

As a relatively new employee at Bradford council, is so refreshing to feel listened to and valued in my work life

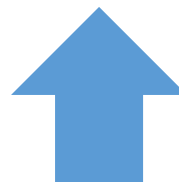
Brilliant presentation and passion from speakers

Excellent session; content was perfect; storytelling was so powerful; everyone was engaged! well done Jody and team.

% 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.

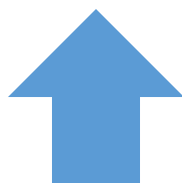


Up by 10% from last year

New Starter Learning Programme - Curriculum

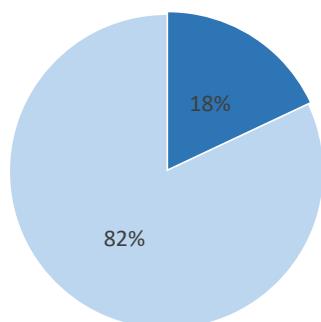


Percentage of new starters (with PC access) who have completed the full New Starter Learning Programme. This programme consists of a group of 7 eLearning packages and 1 virtual session. It is automatically added to new starter profiles, with a deadline to complete within 90 days. Reminders are sent to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



Up by 27% from last year

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

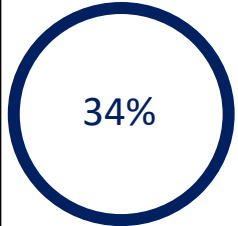






This figure shows attendance only for new starters since 01/09/2021 (n=123).

In total 572 places have been available at four virtual sessions and one face-to-face sessions. A total of 390 colleagues attended these sessions, including new starters before 01/09/2021.

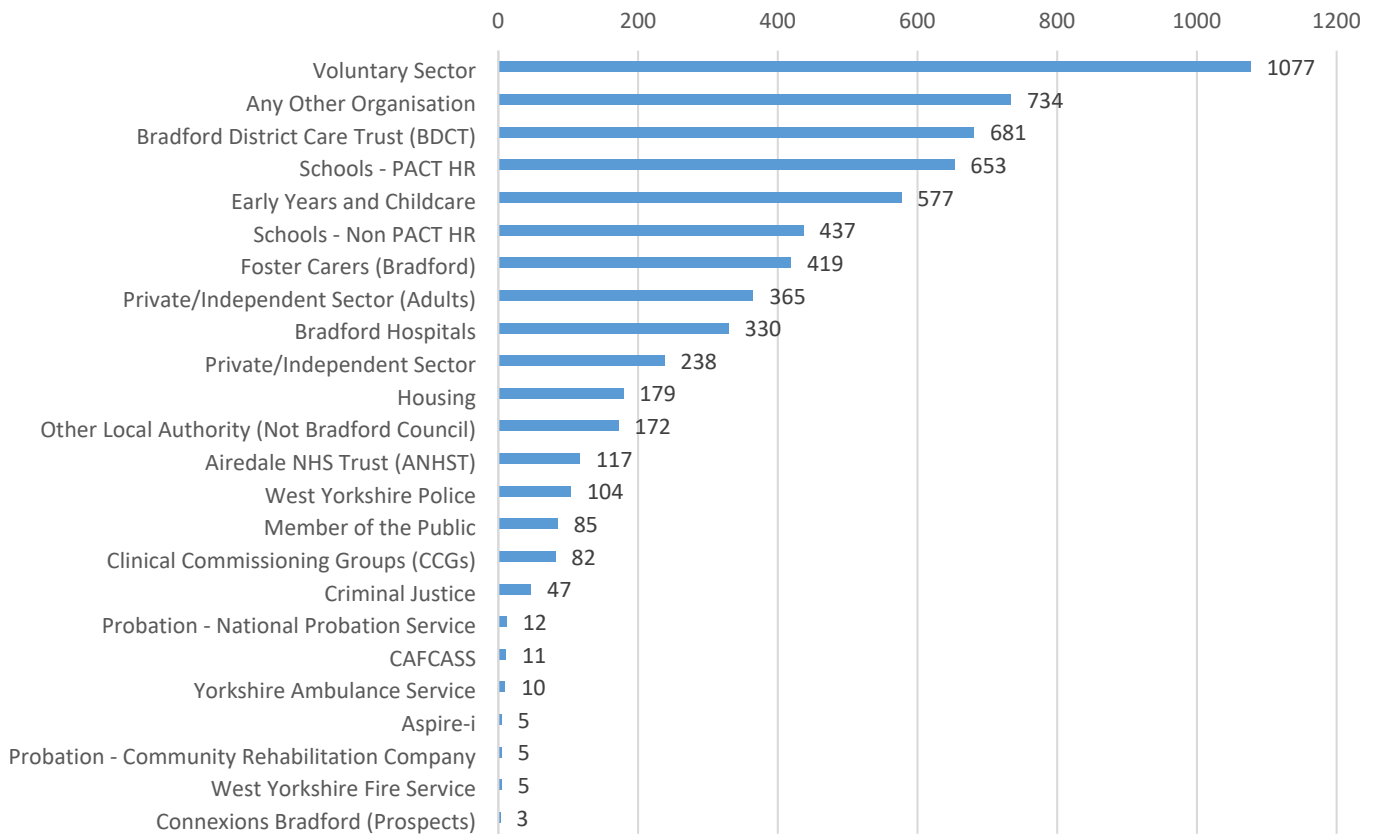
Total uptake for these session averages 67% for virtual sessions and 94% for face-to-face sessions.

■ Completed ■ Not Completed

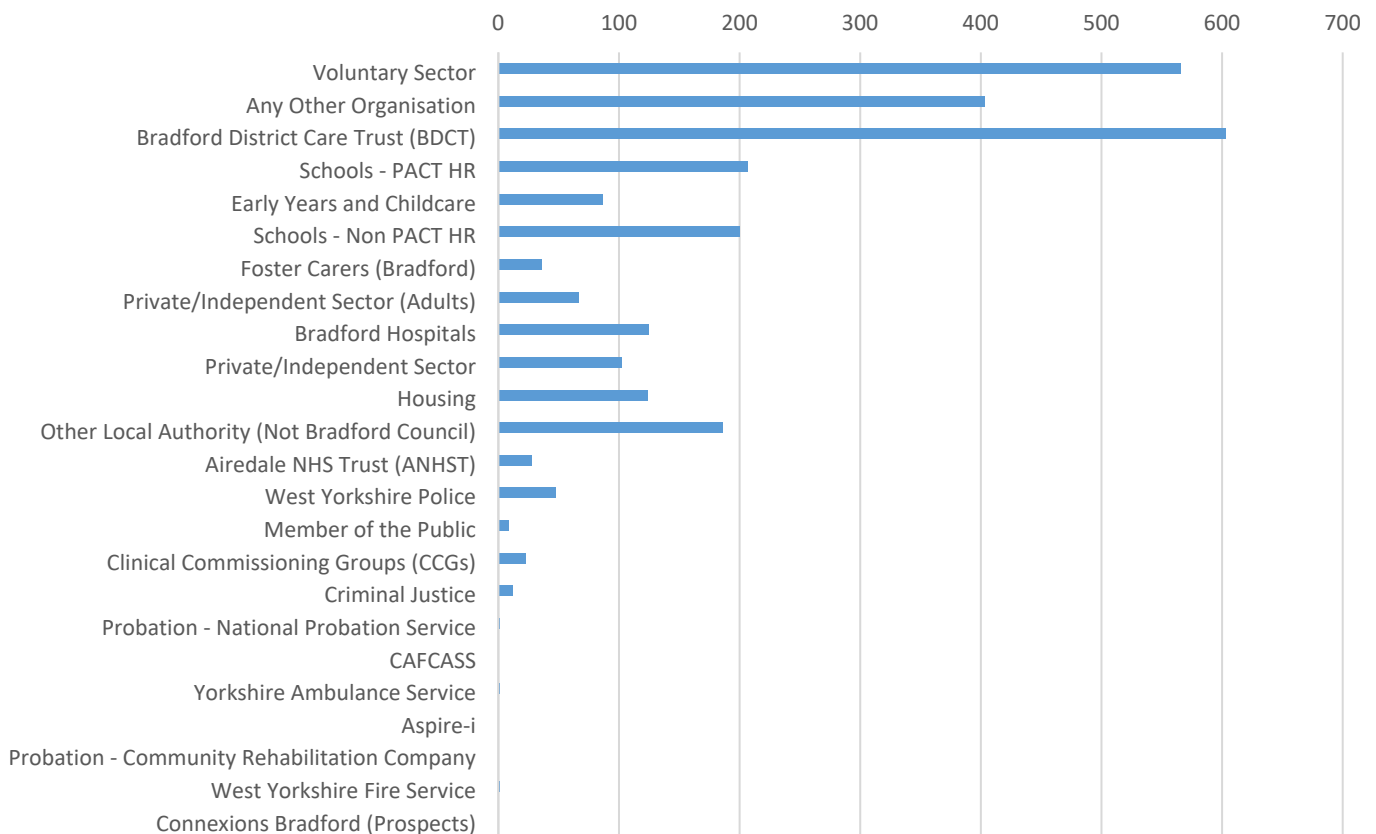
 <p>34%</p>	<p>34% of managers have completed Evolve Performance Training</p> <p>Since 01/09/2021 a combination of virtual and face-to-face sessions have been delivered. Some of these were for specific teams, some were open to all managers. A total of 117 managers attended sessions during this period and in total, 34% of the organisation’s managers have now completed this training.</p>
 <p>33%</p>	<p>33% of staff with PC access have completed Evolve Performance Training</p> <p>The web-based learning package Evolve Performance – an Introduction, has been completed 872 times during the past twelve months with a total of 2,044 of our current staff having completed either the web-based or face-to-face learning. A total of 33% of PC users within the organisation have now completed this training.</p>
 <p>16%</p>	<p>16% of staff with PC access have completed Evolve Learn Training</p> <p>During the past twelve months 746 staff members have completed the online learning Introduction to Evolve Learn. In total 985 existing staff members with PC access have completed this learning at least once.</p>
 <p>383</p>	<p>383 staff members have completed First Aid training</p> <p>During the past twelve months 383 staff members have successfully completed one or more first aid courses (up from 304 in the previous twelve months). In total 1,188 existing staff members (13%) have completed at least one first aid course during their employment.</p>
 <p>76%</p>	<p>76% of staff with PC access have completed one or more EDI course</p> <p>During the past twelve months there have been 3,868 completions of courses in the Equality Diversity and Inclusion category. 39% of staff have completed one or more of these courses in the past twelve months, with 76% having completed one or more of these courses during their employment.</p>

1.5 External Learners

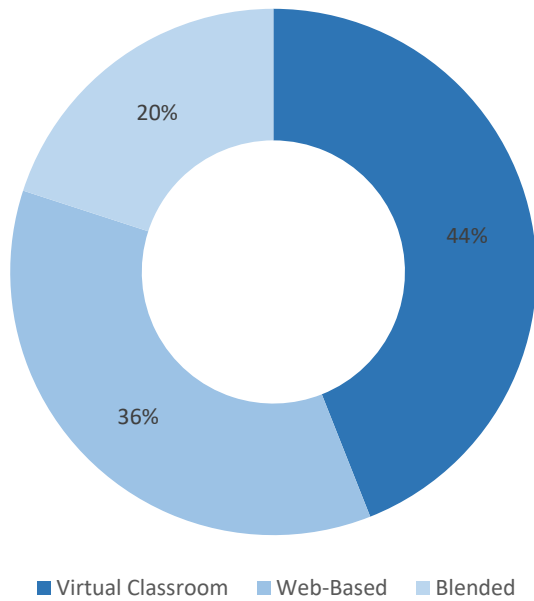
There are currently 6,348 active external learner profiles, relating to 24 different organisation types, as shown in the chart below.



During the past twelve months, these learners have completed 2,829 courses.



External Completions by Delivery Type



20% of external completions were blended (face-to-face) learning. This is an increase from just 5% in the previous year, which was due to Covid restrictions.

44% of external completions were via virtual sessions. These were originally introduced in response to Covid restrictions on face-to-face learning and have proved to be the most popular format for external learners.

36% of external learning was web-based, on-demand online learning.