

## Workforce Development – Learning Data – Internal Staff

1 July 2022 to 30 June 2023

### 1. Internal staff



Total Course Completions

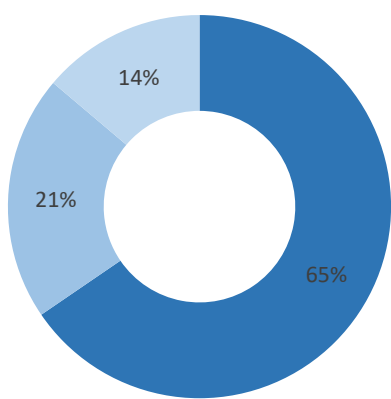


Individuals Accessed Learning



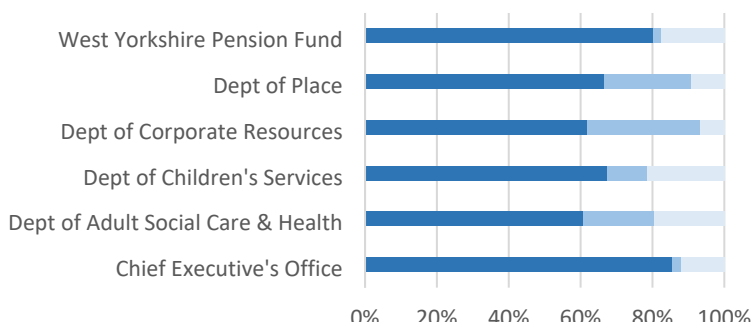
% of Staff

Type of Learning Accessed



■ Web-Based ■ Blended ■ Virtual Classroom

Type of Learning Accessed by Department



■ Web-Based ■ Blended ■ Virtual Classroom



Blended Course Titles



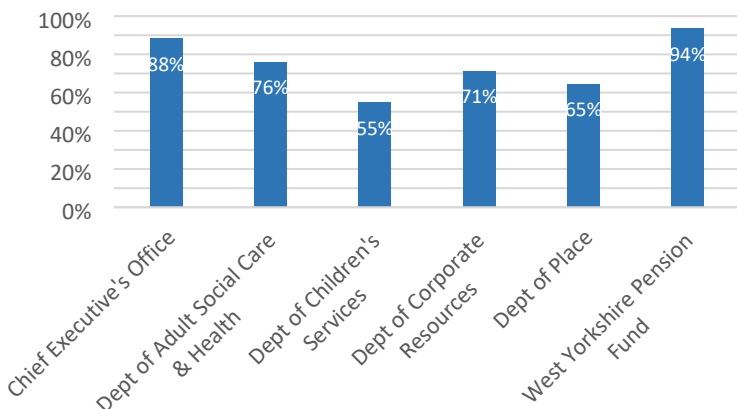
Web Based Course Titles



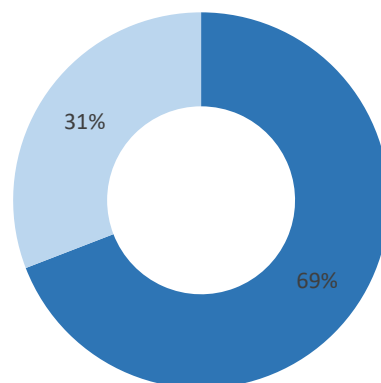
Virtual Course Titles

### 1.1 Corporate Learning – Information Security

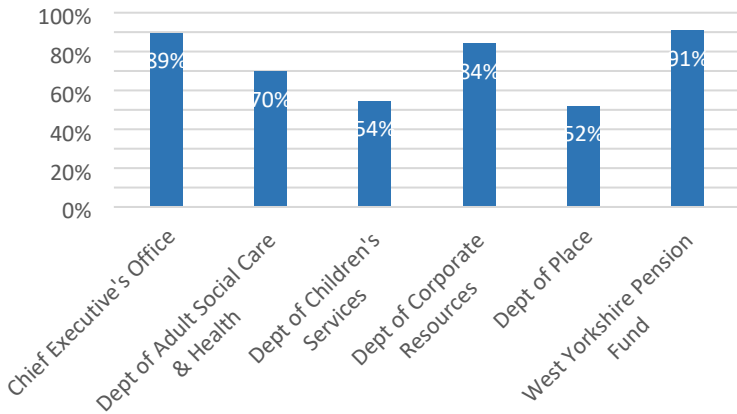
Information Security Compliance by Department



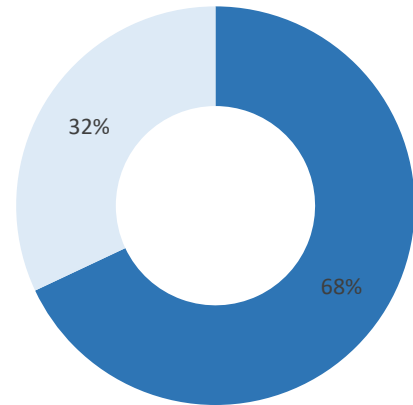
Information Security Compliance



Equality and Diversity Compliance by Department



Equality and Diversity Compliance

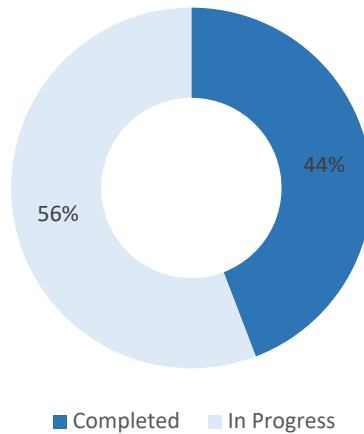


1.2 Corporate Learning – Equality & Diversity

**Cultural Intelligence Accelerator eLearning**

Cultural Intelligence Accelerator eLearning is a series of three modules to be completed over three weeks. The eLearning was assigned on 19<sup>th</sup> July 2022 to all personnel with line management responsibility excluding those at assistant director level and above.

Cultural Intelligence eLearning



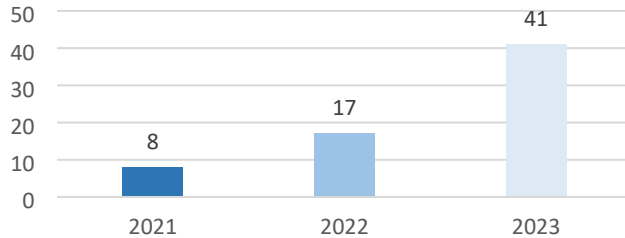
**Cultural Intelligence Virtual Workshops**

Cultural Intelligence Accelerator virtual workshops, run alongside the eLearning, are a series of two virtual sessions, which are mandatory for those with line management responsibility to attend. All current sessions are fully booked.

## Equality and Diversity Category of Learning

Several eLearning packages and virtual learning workshops are available for learners to search and enrol onto. These are available in our Equality and Diversity course category.

### Number of Equality and Diversity Courses

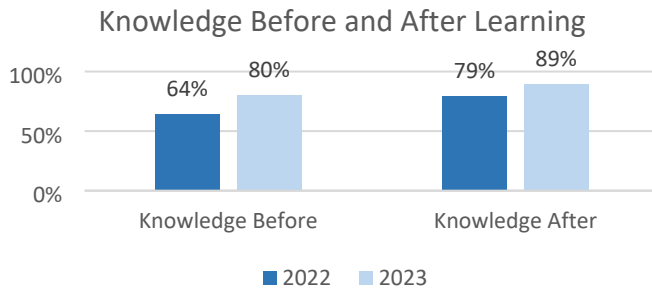


The number of equality and diversity courses has been increased from eight in 2021 to 41 in 2023.

7,555 completions have been recorded in the twelve months from July 2022 to June 2023.

Over 80% of staff have accessed one or more equality and diversity learning activity.

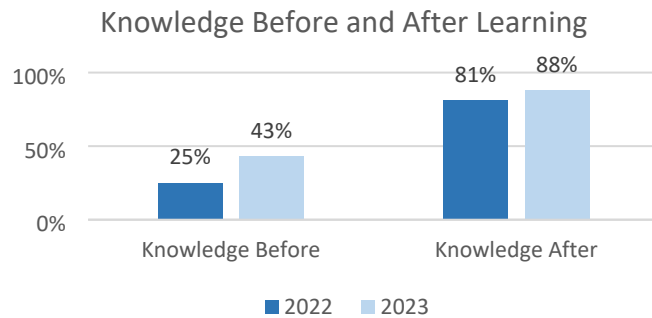
## Equality and Diversity Mandatory Learning Evaluations



In 2022 64% of learners rated their knowledge before taking the learning at 'know a lot' or 'confident in this subject'. This has increased to 79% in 2023.

89% of respondents now say they 'know a lot more' or are 'confident in this subject' after completing the learning.

## Unconscious Bias Learning Evaluations

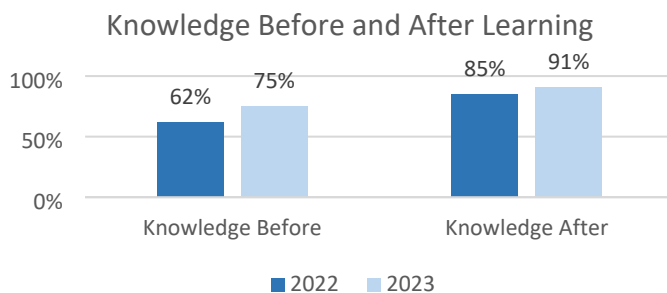


In 2022 just 25% of learners rated their knowledge before taking the learning at 'know a lot' or 'confident in this subject'. This has increased to 81% in 2023.

88% of respondents now say they 'know a lot more' or are 'confident in this subject' after completing the learning.

\*Both Equality and Diversity and Unconscious Bias are assigned to all new starters as part of the New Starter Learning Programme.

## RESPECT Awareness eLearning Evaluations

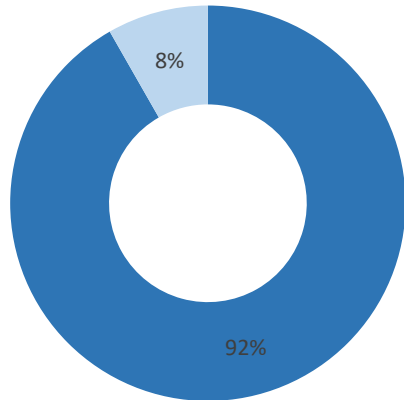


In 2022 62% of learners rated their knowledge before taking the learning at 'know a lot' or 'confident in this subject'. This has increased to 85% in 2023.

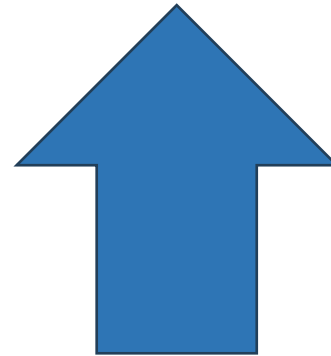
% of respondents now say they 'know a lot more' or are 'confident in this subject' after completing the learning.

### New Starter eLearning

% of New Starters with PC Access Completed New Starter eLearning



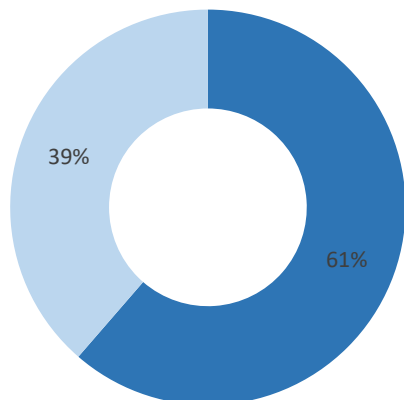
This has increased from 76% last year.



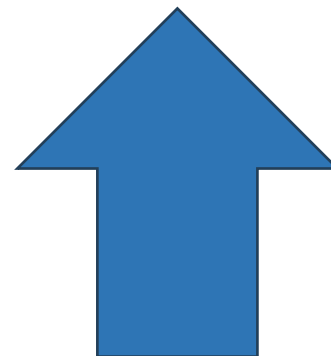
For managers of staff without PC access, the learning is available in PowerPoint format to download from Evolve.

### New Starter Learning Programme

New Starter Learning Curriculum Completion

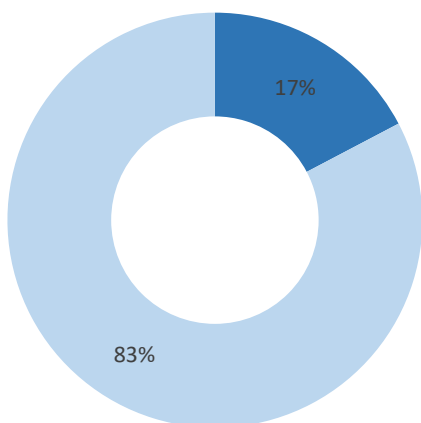


This has increased from 58% last year



The curriculum is a collection of learning activities which are assigned to all new starters with PC access. The curriculum includes such training as Health & Safety and Equality & Diversity.

### Meet the Team



■ Attended    ■ Did not attend

Meet the Team training allows new starters to meet the Chief Executive, members of Corporate Management Team and Elected Members. This is an optional part of the New Starter Learning Programme.

Evolve shows 422 starters with PC access since 1<sup>st</sup> July 2022 (excluding those now moved over to the Children’s Trust).

Only 73 of these have attended Meet the Team sessions. Actions are in place to improve attendance.



22%

**22% of Managers have completed Evolve Performance Training**

Down from 34% last year, this maybe due to less manager turn around and therefore less managers requiring the course, and also the Evolve team did not have capacity to delivery as many sessions in 2022 .



38%

**38% of staff have completed Evolve Performance training (up from 33% last year).**

This is provided both as on-demand, web-based learning and through scheduled virtual sessions. When staffing levels increase, face-to-face sessions will resume.



22%

**22% of staff with PC access have completed Evolve Learn Training (up from 16% last year).**

Available as on-demand, web-based learning, this is included in the New Starter Learning Programme.



413

**413 staff members have completed First Aid training in the past twelve months.**

Up from 383 last year, a significant increase as the figure no longer includes staff who have moved to the Children's Trust.



82%

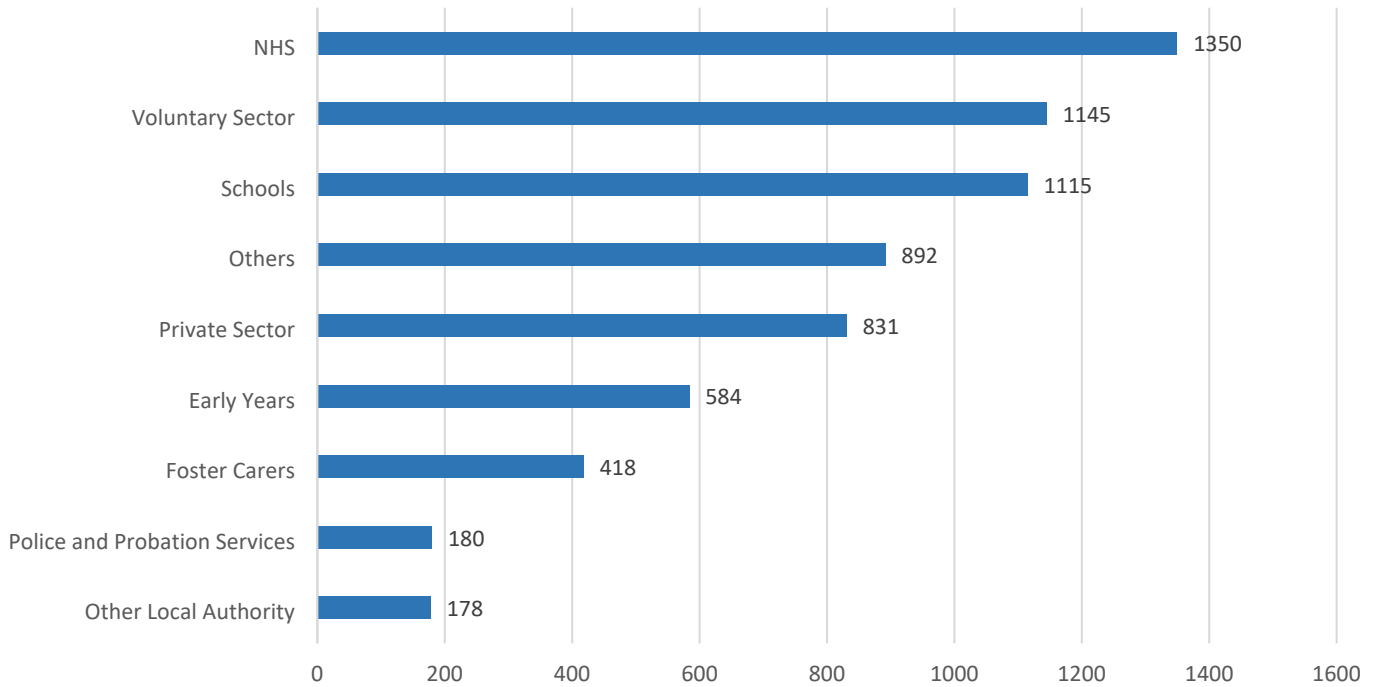
**82% of staff with PC access have completed one or more EDI course.**

Up from 76% last year.

## 1.5 External Learners

There are currently 6,693 active external profiles, up from 6,348 last year. These are split into the organisation types shown below.

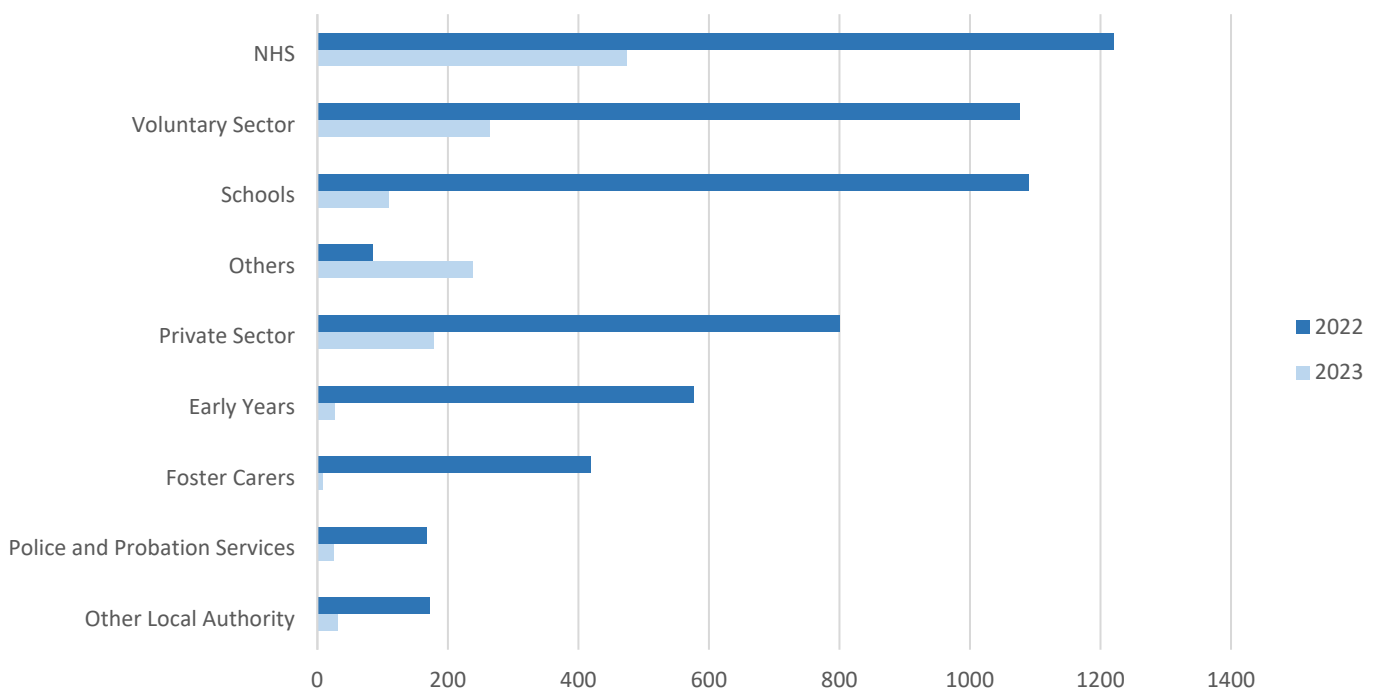
### External Profiles by Organisation Type



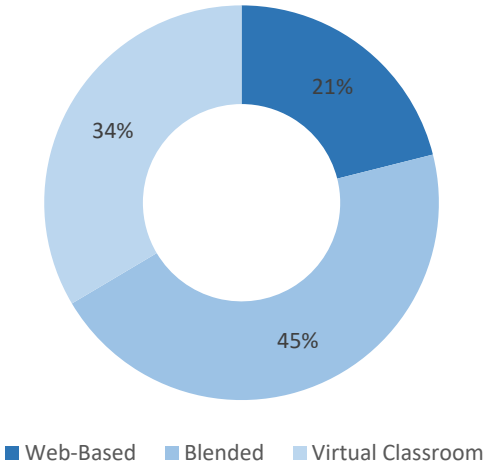
During the past twelve months, these learners have completed 1,360 which is less than half the previous year. This is partly attributed to the removal of around 20 safeguarding courses which have moved from Evolve to Safer Bradford's own platform, Altura (Bridge).

Evidence of this can be seen in the graph below which shows a significant drop in registrations across most sectors.

### Course Completions by Organisation Type



### External Completions by Delivery Type



45% of external learning completions were blended (face-to-face) learning. While this is more than double last year's 20%, this is the result of the removal of web-based safeguarding learning rather than any increase in the provision of face-to-face classes.

Virtual learning, which was originally introduced in response to Covid restrictions, continues to be a favoured delivery type, both internally and externally.