

LOCAL NEIGHBOURHOOD PARTNERSHIPS
DISCUSSION PAPER – TRAINING & DEVELOPMENT PLAN
WILLENHALL
20 JANUARY 2005

1. INTRODUCTION

During November 2004 several induction sessions were held at various locations within the borough. One of the aims of the sessions was to enable all members of the LNP to have a shared understanding of the concept and philosophy behind LNP's and making them work in practice. In addition was the opportunity to capture the skills, knowledge and expertise within each LNP together with identifying potential knowledge/skills gaps.

This paper attempts to highlight the strengths for the respective LNP together with summarising any skills/knowledge identified by members of the LNP. It is not to be seen as an exhaustive list, but rather as the basis for a discussion.

2. FRAMEWORK

It is recognised that within each LNP there is a wealth of skills, knowledge, experience, and understanding of the various communities. Therefore, we are not starting from a deficit position, but rather a strong and informed position. With that in mind we are aiming to develop a flexible and creative approach to a partnership development programme.

Each programme needs to be aligned to the priority issues identified in the respective local plans. Development programmes will be sourced from a variety of places, namely Walsall Borough Council, Walsall Borough Strategic Partnership, Community Empowerment Network, experts from within each LNP and other external experts etc.

3. PROCESS

It is hoped that time will be allocated at each quarterly meeting to discuss and reflect on individual and group development needs.

The Neighbourhood Partnership Officer will co-ordinate these needs together with furnishing each LNP with details of training and development events. Some events will be organised on a LNP basis, however where several LNP have requested the same topic larger sessions will be organised. Thus far Crime workshops have been organised for all LNPs.

4. DEVELOPMENT & SKILLS MATRIX

Appendix 1 Summary Skills Matrix highlights data gathered from members of the LNP who attended the November induction session, it is not an exhaustive list and members may wish to add to the information.

5. ISSUES TO CONSIDER

- i) What are the key awareness/training & development issues required for your LNP and these should align to the Local Neighbourhood plan.
- ii) Training & Development to be a standing item on the quarterly agenda.

CAROL BROWN
HEAD OF ORGANISATIONAL DEVELOPMENT

22 December 2004

APPENDIX 1

Name of LNP Willenhall

Summary of Skills Matrix

List your current Skills, Knowledge or Experience which you think you have that are relevant to your role on the LNP	What additional Skills, Knowledge or Experience do I need to fulfil my role within the Local Neighbourhood Partnership?
<ul style="list-style-type: none">• Knowledge of area• Teaching/lecturing background• Knowledge of engineering and retail• Committee experience and organisational skills• Locally born and bred• Trade union organisational skills• Campaigning• Housing research• Chairing meetings• Good listener• Chairperson of local carers groups for learning disabilities• A good relationship with local residents• For many years, have been in a management role• Chairing skills – large and small meetings and organisation of meetings• Business planning skills/strategic skills	<ul style="list-style-type: none">• Funding streams available• Resource availability• Financial skills and knowledge• More knowledge required of local events• Knowledge of issues facing local plans and of other agencies• Knowledge of LNP profile area in terms of educational, social, health and employment needs

(x = Number of times mentioned)

APPENDIX 1 (continued)

Name of LNP Willenhall

Summary of Skills Matrix

List your current Skills, Knowledge or Experience which you think you have that are relevant to your role on the LNP	What additional Skills, Knowledge or Experience do I need to fulfil my role within the Local Neighbourhood Partnership?
<ul style="list-style-type: none">• Housing – provision/management• Partnership working• Consultation skills• Communication skills• Finance skills	

(x = Number of times mentioned)