



Belfast City Council

Report to:	Development Committee
Subject:	Investors in People Company Programme
Date:	3 December 2013
Reporting Officer:	John McGrillen, Director of Development ext 3470
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1	Relevant Background Information
1.1	Members may recall that approval was granted for support of up to £4,840 towards the roll out of the Investors in People Company Programme at Development Committee on 18 September 2012.
1.2	The Investors in People (IiP) programme is a business improvement initiative designed to help employers improve performance by linking people development and skills development activities to overall company development activities. The framework is a tried and tested way of improving an organisation's performance. It works by providing a baseline of good management, which can be expanded on as and when an organisation needs to strengthen its practice.
1.3	The total cost of the Programme was £11,200 and DEL contributed 30% (£3,360) and the business participants contributed £300 each.
1.4	The first cohort of IiP was delivered between January and September 2013 and involved 11 small businesses from a range of sectors including retail, professional services and engineering. The programme consisted of a series of 6 workshops and two and a half days mentoring support for each of the participants.

2	Key Issues
2.1	The cohort completed their Programme in September 2013 and an evaluation of the company participants was undertaken. The evaluation has reported overall high satisfaction levels with the support provided and a range of improvements to business performance measures including enhanced productivity, improved financial management, improved customer satisfaction rates and the potential for new job creation. Additionally, almost 90% of participants would not have been able to participate on the Programme without the financial assistance provided by both DEL and the Council.

2.2	Preliminary discussions have been taken place with DEL Officials in relation to the roll out of a second cohort of the Programme and strong interest has been received from a number of companies locally.
2.3	The department is again offering to match-fund support from the Council to roll out the second cohort of the programme to small businesses located in the Belfast City Council area. The programme will consist of a series of workshops, supported by 1-2-1 mentoring to take the businesses through the steps required to help them achieve liP accreditation.

3	Resource Implications
3.1	The total programme costs, based on 10 businesses, will be £11,200. Belfast City Council is asked to contribute £4,840 towards the overall project costs. DEL will once again contribute £3,360 and programme participants will be requested to contribute £300 each.

4	Equality and Good Relations Considerations
4.1	No specific equality and good relations considerations attached to this report.

5	Recommendations
5.1	Members are asked to approve the allocation of £4,840 towards the Belfast Investors in People programme for small businesses.

6	Decision Tracking
If approved, an update report will be brought to Committee in November 2014	

7	Key to Abbreviations
DEL – Department for Employment and Learning liP – Investors in People	