



Open Digital Planning Digital Learning Pathway Spring 2024

February 2024

Digital Learning Pathway Spring 2024

Purpose of this deck

This is the first edition of the Digital Learning Pathway. This deck is split into three sections.

1. The Digital Learning Pathway Design

Introduces the design behind the Digital Learning Pathway and explains the reasoning behind the direction this pathway takes.

2. The Digital Learning Pathway

Shows the skill sets, sessions and people we've identified as important parts of the learning process for LPAs to improve their digital working practices.

3. Updating the Digital Learning Pathway

Explains how and when the Digital Learning Pathway will be improved and updated.

This deck is part of a three deck series including [ODP learning & development Strategy](#) and [ODP Learning & Development Delivery](#)

01

The Digital Learning Pathway design

The Digital Learning Pathway design

Vision and mission

ODP L&D vision

LPAs across England are aware of their position on a learning and development pathway and are supported to recognise the most appropriate training opportunities in order to better deliver a planning system fit for the 21st Century.

LPAs have access to a clear pathway for improving their digital practices, connections to peers that have followed a similar path and support from organisations that are connected to each other and understand their roles in improving the sector.

ODP L&D mission

ODP is the coordination point for testing and delivering learning and development for LPAs alongside partners in the system.

As a digital first community of LPAs ODP collaborates with research organisations to define the desired digital practices and works with providers to develop effective trainings.

The Digital Learning Pathway design

The Learning Pathway design

The Digital Learning Pathway is designed to give LPAs clarity on which trainings they should consider to improve their digital practices.

This deck is the first version of this pathway and is aligned to the areas of the Digital Planning Maturity Assessment.

ODP will release an updated Digital Learning Pathway every six months.

Digital Planning Maturity Assessment

Digital and design skills

Technology and products

Data and insights

Procurement

Leadership and governance

Culture and ways of working

Citizen Engagement &
working with others

Begin the Learning Pathway

The Learning Pathway: skill sets

Digital Planning Maturity Assessment						
Digital and design skills	Technology and products	Data and insights	Procurement	Leadership and governance	Culture and ways of working	Citizen Engagement & working with others
Agile Methodology	Guidance to tools on ODP	Intro to data standards	Modern Procurement	Good Governance	Multi-disciplinary working	Citizen engagement
User Centred Design	ODP software training	Spatial data and GIS		Leadership	Using collaboration tools	Joint commissioning
Content Design	External software guidance	Impact Measurement		MI for decision making		
User Research	Integrations			Policy implications for planning		
Continuous improvement	Interoperability and the ODP schema					
Change management	AI fundamentals					

The Digital Learning Pathway design

The Learning Pathway: skill set roll out

Now: Learn the skill sets used on ODP



Next: Improve your ability to operate in any digital environment



Later: Making change across your organisation



Agile



GIS



Design 101s



ODP software guidance



Guidance to ODP tools



Intro to data standards



Change Leadership



Impact measurement



Integrations & Interoperability



Modern procurement



Data driven decision making



Multi-disciplinary working



Citizen engagement



Good governance



02

The Digital Learning Pathway

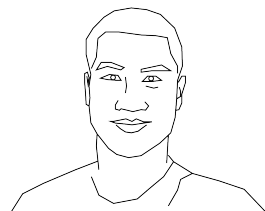
The Digital Learning Pathway

Who is the pathway aimed at



**Head of Planning
Services**

Time poor but influential. We need to support them to see the value in digital ways of working.



GIS specialist

Specialised and highly skilled. We need to unlock their ability to perform on ODP and talk about their digital work to others.



**Digital
Transformation
Lead**

Engaged and knowledgeable. We need to supply them with the resources to achieve their goals on ODP.



Planning officer

Time poor and potentially disconnected. We need to encourage their interest and broaden their digital skills.



**Planning Data
Analyst**

Multi-skilled and technical. Unlocking their ability to perform on ODP allows others to concentrate their specialised skills where needed.



Project Manager

Engaged and stretched. We need to support them to understand all parts of the ODP programme.

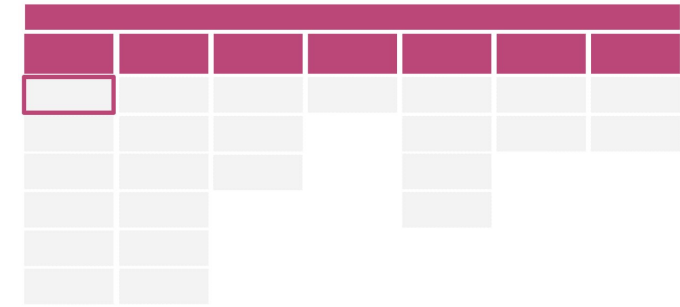
The Digital Learning Pathway

What methods of training does the pathway cover

Trainings sessions	101 sessions	Self guided content
Half or full day events. In-person or digital, these are in depth sessions focused on significantly upskilling participants on topics practiced regularly.	Online trainings, less than 2 hours in length. These are utilised as 101 sessions helping participants with little knowledge of the topic be able to communicate about it both in and outside ODP.	Videos, written content and anything that can be accessed at any point. Useful for skills that are required to be applied in some detail but infrequently.
<ul style="list-style-type: none">+ Good learning outcomes.+ Often include opportunities to put learnings into practice or tackle problems	<ul style="list-style-type: none">+ Easy to access. These can be delivered to large number of people at once	<ul style="list-style-type: none">+ Very easy to access. Can be reviewed and re-covered when needed
<ul style="list-style-type: none">- Expensive and hard to deliver at scale	<ul style="list-style-type: none">- Short in length and impersonal. Often learning outcomes are reduced	<ul style="list-style-type: none">- Can be underused as people have no time frame to complete

The Digital Learning Pathway

Agile methodology



How does this training get us closer to our desired outcomes

Improve digital practices

By engaging a range of people from the planning department in this Agile methodology training, the aim is to encourage the use of the Agile mindset in more facets of their day to day work. As well as laying the ground for any projects in the future that require an Agile approach.

Deliver better technology and data

The ODP programme is based on the Agile methodology and is hard to navigate without a base understanding of some of the ideas. Additionally the adoption of ODP software requires at least a partially Agile approach from councils.

Audience

- Head of Planning Services
- GIS specialist
- Digital Transformation Lead
- Planning officer
- Planning Data Analyst
- Project manager

Delivery mechanism

Agile methodology will be mandatory for every council on ODP to attend once.

Training providers

- Provider is preselected and engaged by ODP team

Logistics

- ODP team create sign up sheet and encourage councils upon joining the programme to pick a date and organise their team

Payment

- ODP team pay for these trainings centrally

Training type

- Training sessions

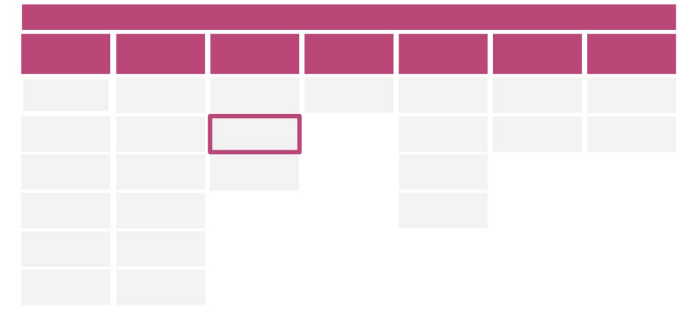
Measuring success

Target 1: 95% of councils complete training. Captured through attendance records.

Target 2: 70% of attendees report using agile skills in day to day work. Captured in quarterly survey.

The Digital Learning Pathway

GIS & spatial data methodology



How does this training get us closer to our desired outcomes

Improve digital practices

Broadening the ability to utilise GIS software across the planning department allows for planners to spend more time focusing on their planning decisions and less on admin tasks. Additionally it allows for more innovative ideas to surface in departments.

Deliver better technology and data

The ODP programme is heavily reliant on spatial data, the more people who are comfortable understanding and manipulating this data the more easily the programme will run.

Audience

- GIS specialist
- Planning officer
- Planning Data Analyst

Training type

- Training sessions

Delivery mechanism

Training providers

- Councils can choose from a list of preferred providers curated by the ODP team

Logistics

- Council organise with providers

Payment

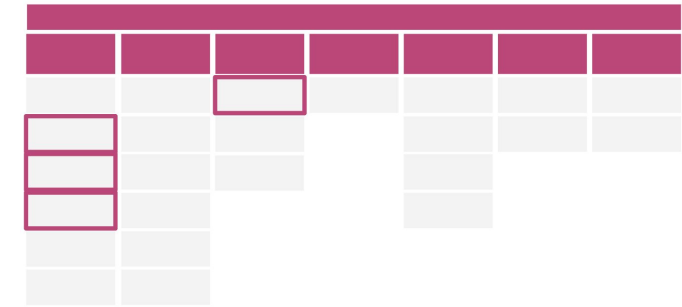
- Councils receive a budget within their funding to spend on training

Measuring success

Target 3: 70% of attendees report using GIS skills in day to day work. Captured in quarterly survey.

The Digital Learning Pathway

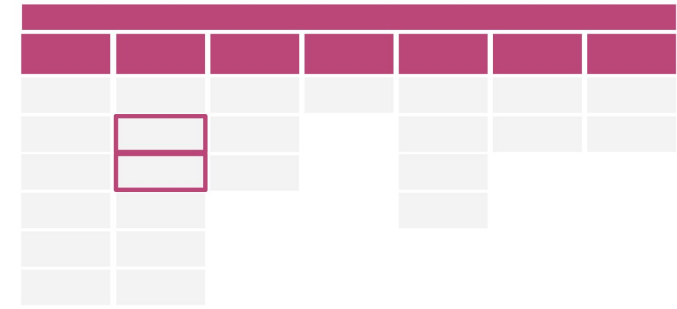
Design 101s



Skill sets included <ul style="list-style-type: none"> • User centered design • User research • Content design • M&E / Impact Measurement • Data standards 	How does this training get us closer to our desired outcomes <p><u>Improve digital practices</u> Giving a short taste of these various digital skills increases the ability of ODP members to talk fluently about what could happen within their departments</p> <p><u>Deliver better technology and data</u> Giving a short taste of these various digital skills increases the ability of ODP members to talk fluently to people across the programme</p>	
	Audience <ul style="list-style-type: none"> • GIS specialist • Digital Transformation Lead • Planning officer • Planning Data Analyst • Project manager 	Delivery mechanism <p><u>Training providers</u></p> <ul style="list-style-type: none"> • Providers usually come from ODP community and are selected by ODP team <p><u>Logistics</u></p> <ul style="list-style-type: none"> • Run every quarter if demand exists. Dates set by ODP team. <p><u>Payment</u></p> <ul style="list-style-type: none"> • These sessions should be run voluntarily
	Training type <ul style="list-style-type: none"> • Lunch & learn 	Measuring success <p>Target 4: 50% of ODP members have attended one 101 sessions.</p>

The Digital Learning Pathway

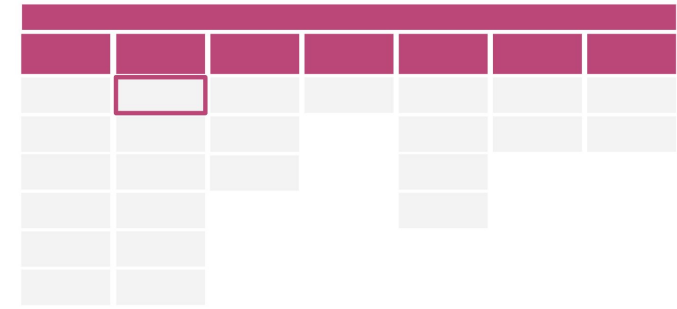
Planning software guidance



Skill sets included <ul style="list-style-type: none">• Miro• Trello• Slack• Trello	How does this training get us closer to our desired outcomes <u>Improve digital practices</u> Better use of planning software benefits the council departments regardless if it's ODP software or not <u>Deliver better technology and data</u> Better knowledge of the software being designed by the ODP community allows councils to make more informed decisions about whether to and how to adopt the software.	
	Audience <ul style="list-style-type: none">• Head of Planning Services• Digital Transformation Lead• Planning officer• Project manager	Delivery mechanism <u>Training providers</u> <ul style="list-style-type: none">• Providers often come from ODP community and are selected by ODP team <u>Logistics</u> <ul style="list-style-type: none">• Shared on the ODP hub by the ODP team <u>Payment</u> <ul style="list-style-type: none">• These sessions should accessible for free
	Training type <ul style="list-style-type: none">• Self-guided content	

The Digital Learning Pathway

Intro to ODP tools



Skill sets included <ul style="list-style-type: none">• PlanX• BOPS	How does this training get us closer to our desired outcomes <u>Improve digital practices</u> <u>Deliver better technology and data</u> These intros give ODP members the ability to navigate the community easily	
	Audience <ul style="list-style-type: none">• GIS specialist• Digital Transformation Lead• Planning officer• Planning Data Analyst• Project manager	Delivery mechanism <u>Training providers</u> <ul style="list-style-type: none">• Providers usually come from ODP community and are selected by ODP team <u>Logistics</u> <ul style="list-style-type: none">• Shared on the ODP hub by the ODP team <u>Payment</u> <ul style="list-style-type: none">• These sessions should accessible for free
	Training type <ul style="list-style-type: none">• Self-guided content	

03

Updating the Digital Learning Pathway

Updating the Digital Learning Pathway

Digital Learning Pathway updates

ODP will update the Digital Learning Pathway every six months. The new Digital Learning Pathway will be published on the ODP website.

This should not result in significant changes very often but small incremental additions and changes.

