



Open Digital Planning Learning and Development Strategy

February 2024

Learning and Development Strategy

Structure of this deck

0. Vision & role

What is the change we want to see in the sector and what role can ODP play to enable this.

Our strategic goals

1. Begin the Digital Learning Pathway

Develop digital skills and practices in LPAs

2. Define the planning skillsets of the future

Collaborate with the sector to evolve our understanding of good digital practices

3. Improve the Digital Learning Pathway

Become a test bed for new ideas to improve digital skills

4. Roadmap for delivery

How the stages required to achieve these goals fit together

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ODP's Learning Vision and Role

ODP's Learning Vision and Role

ODP's Learning 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.

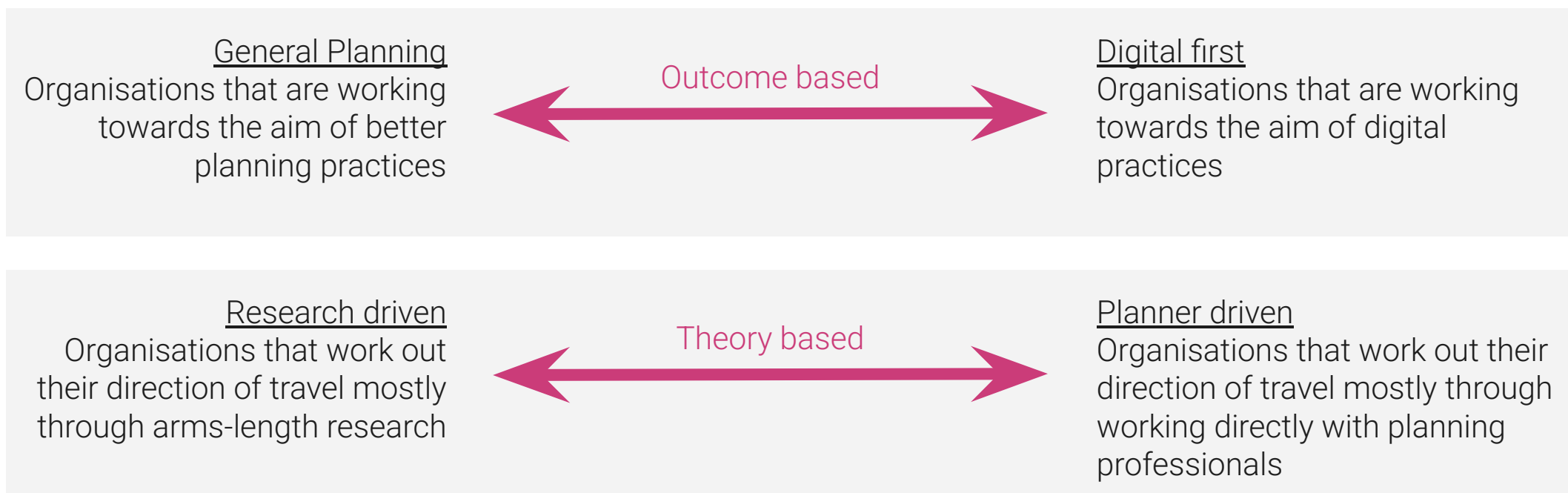
LPAs have access to a clear pathway for improving their digital practices, connections to peers that have followed a similar path and support from organisations that are connected to each other and understand their roles in improving the sector.

ODP's Learning Vision and Role

Understanding the market

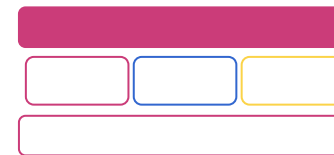
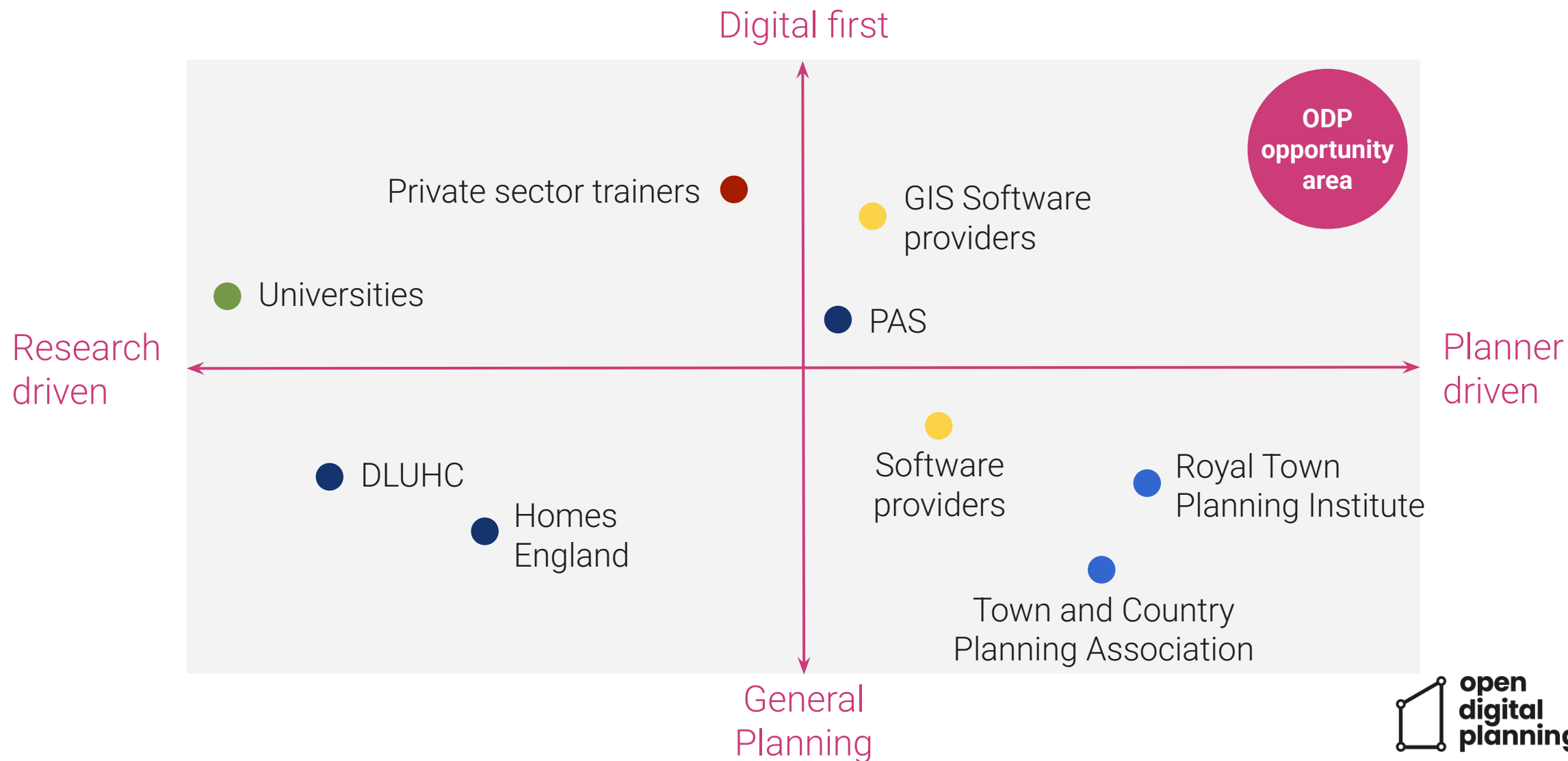


There are lots of organisations working in the planning sector aiming to create better planning professionals, departments and local government organisations. We have looked to understand ODPs role within this system by mapping the key organisations across two scales.



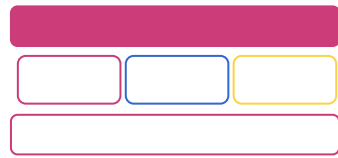
ODP's Learning Vision and Role

Mapping the market



ODP's Learning Vision and Role

Mission

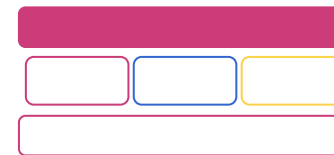
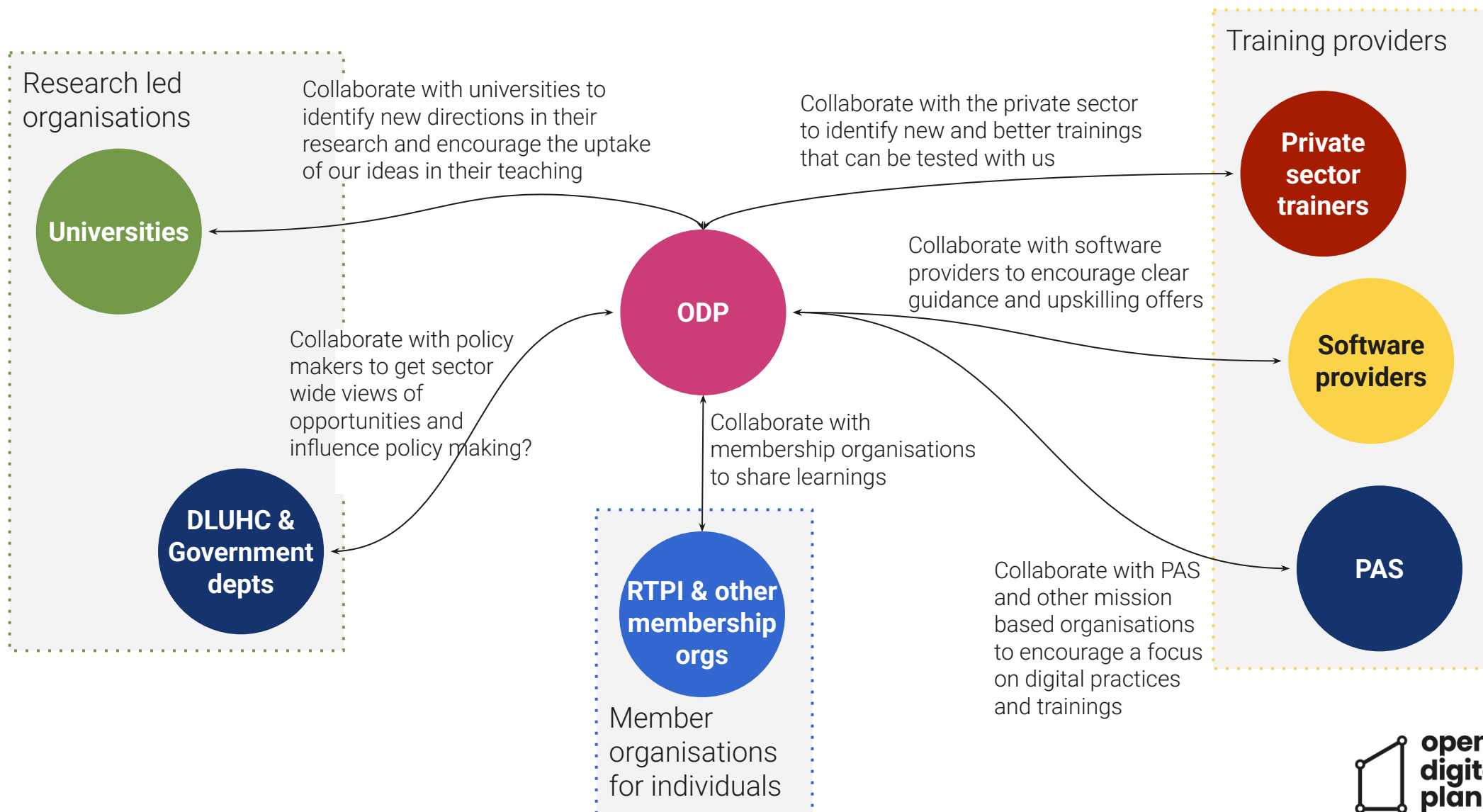


ODP is the coordination point for testing and delivering learning and development for LPAs alongside partners in the system.

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.

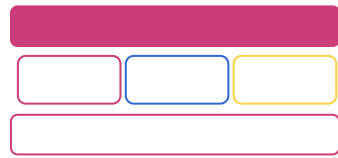
ODP's Learning Vision and Role

ODP's role in the ecosystem



ODP's Learning Vision and Role

L&D strategic goals



1. Begin the Digital Learning Pathway

ODP create an initial Digital Learning Pathway with key skill sets and trainings. ODP LPAs will have a chance to engage in these trainings and their feedback will shape the Digital Learning Pathway version 2.

2. Define the planning skillsets of the future

ODP creates a conversation between organisations with an insight into the planning sector to begin the ongoing process of defining good digital practices.

3. Improve the Digital Learning Pathway

ODP LPAs identify gaps in the existing learning offerings and work with external providers to develop new ways to bridge those gaps.

Goal 01

Begin the Learning Pathway

Begin the Learning Pathway

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.

ODP have designed [the first version of the digital learning pathway](#) which is an addendum to this strategy. This first pathway 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					

Begin the Learning Pathway

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

Goal 02

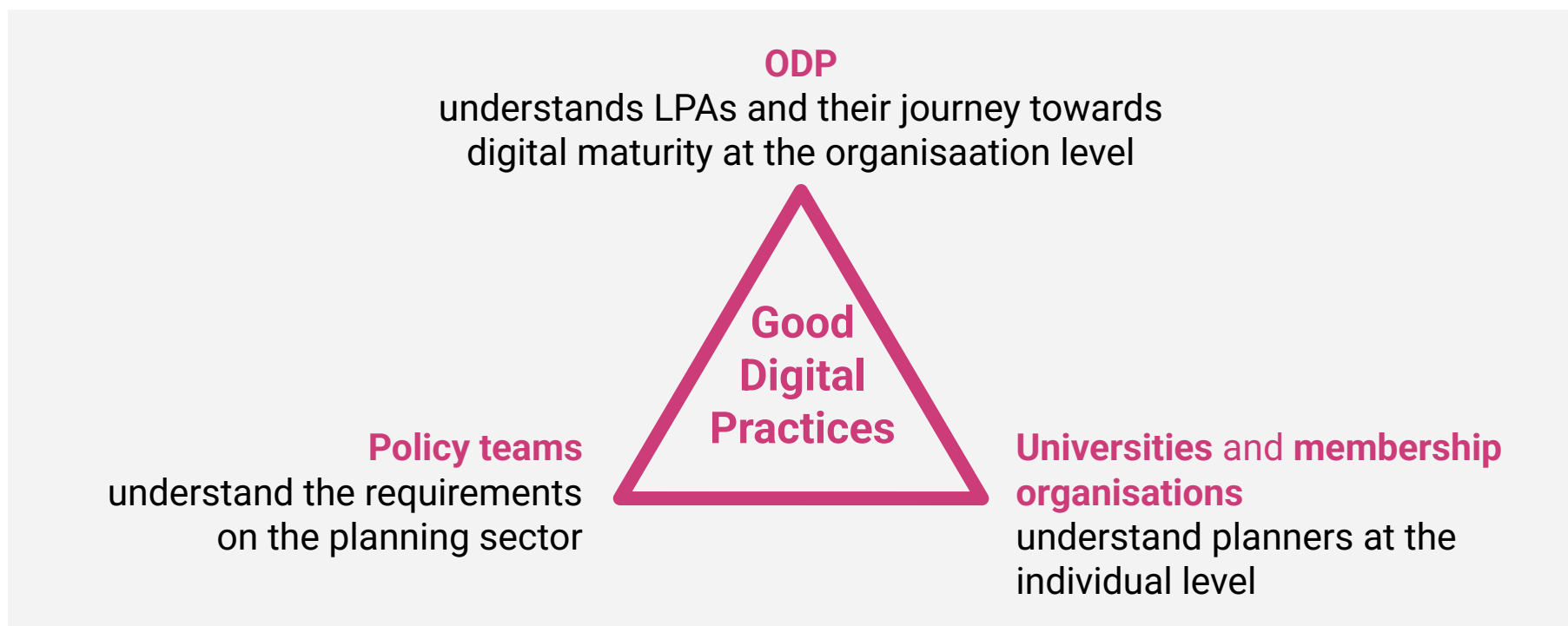
**Define the skill sets of
the future**

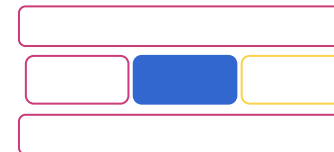
Define the skill sets of the future

Shaping good digital practices

ODP is leading the way in terms of being a digital first organisation aiming at developing good digital planning practices. Fortunately, we are not the only organisation thinking in this space.

To effectively define good digital planning practices we require multiple perspectives from a range of deeply engaged thoughtful organisations.





Define the skill sets of the future

Fostering collaboration

To achieve a shared understanding of good digital planning practices across the sector we must complete four steps.

1. Define initial ODP only version

Set up conversations internally in ODP to reach an initial version of what we consider good digital practices

2. Gather external perspectives

Converse with DLUHC policy teams, universities and RTPI to gather alternative perspectives

3. Set up working group

Create a working group including representatives from stakeholder organisations

4. Define updated version

Publish an updated version of good digital planning practices on the ODP website every 6 months

Goal 03

Improve the Learning Pathway

Improve the Learning Pathway

Improving the Learning Pathway

As digital practices move on and change over time so will the Digital Learning Pathway will have to update and improve. ODP has three crucial roles to play in improving the pathway.



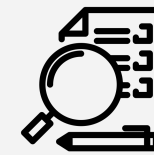
Feedback on training

Provide clear feedback and metrics on the effectiveness of current training offers to achieve good digital planning practices.



Generate new ideas

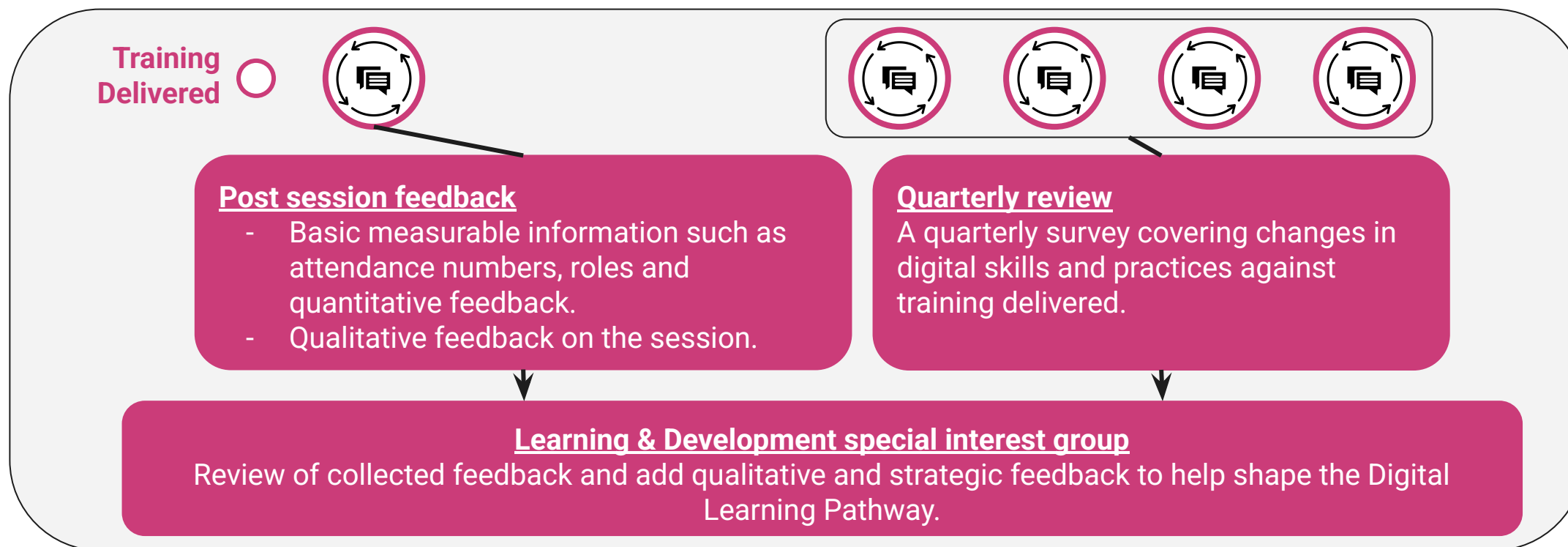
Generate new ideas through our community of hundreds planning professionals.



Test new ideas

Test new training methodologies and skill sets from external training providers.

We want to capture how L&D changes working practices over time. To do so we have developed the below series of checkpoints.



Improve the Learning Pathway

Developing new ideas

The digital world is continuously developing and to make sure the sector pathway remains relevant we need to introduce new ideas, skills and training methods. To identify these new ideas we need to be open to ideas from many different areas. We capture these ideas through the following channels.

The ODP community

The community of LPAs that make up ODP contains a huge number of dynamic ambitious planning professionals. Therefore the first place for new ideas is to generate them internally.

Partnerships

Collaborating with research organisations and policy teams to be up to date on new ideas and working with training providers to see how they are helping organisations putting these ideas into action.

Open calls

We recognise that the best ideas might come from outside of our organisation and partners and so welcome ideas from other places. Open calls for new ideas will be hosted on the ODP website.

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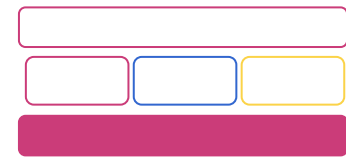
Digital Learning Pathway Roadmap



Digital Learning Pathway Roadmap

Roadmap for delivery

Elements of the Digital Learning Pathway	Now	Next	Later
Define good digital practices	Define initial ODP only version of good digital planning practices	Gather external perspectives from policy teams, membership organisations and researchers	Set up working group of stakeholder organisations to define good digital planning practices
Trainings on the pathway	Learn the skill sets used on ODP	Improve your ability to operate in any digital environment	Making change across your organisation
Developing new ideas	Create a list of new suggestions from the ODP community	Bring in new ideas from partner organisations including policy teams and training providers	Begin running open calls for new ideas from smaller organisations

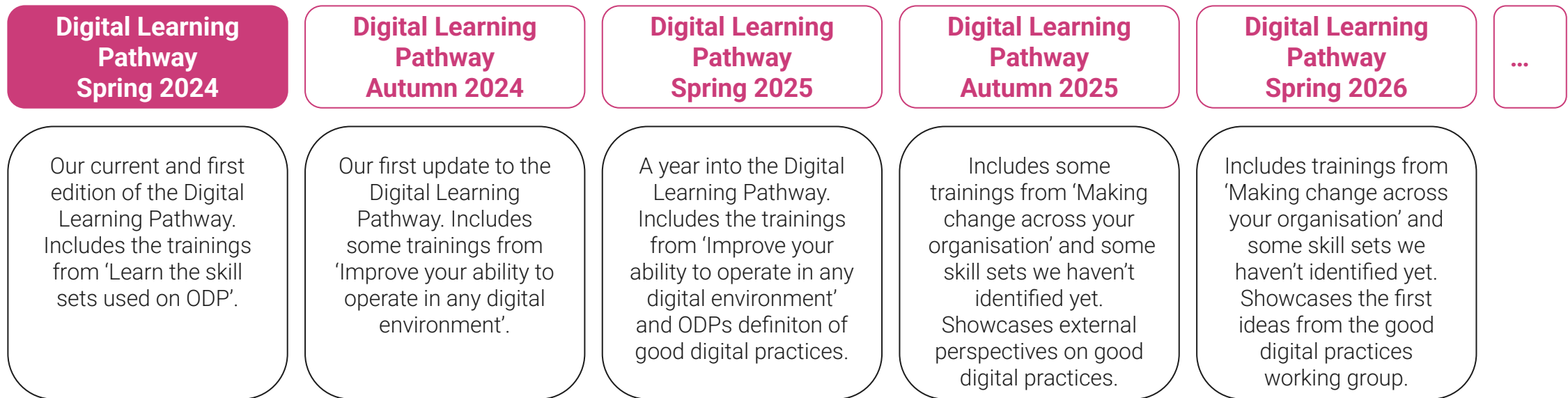


Digital Learning Pathway Roadmap

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.



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Appendix

Appendix

Appendix documents

Appendix documents	Description
<u>The Digital Learning Pathway Spring 2024</u>	This is the first edition of the Digital Learning Pathway. This deck is split into three sections.
<u>Learning & Development delivery approach March 2024</u>	This deck explains how the ODP team intends to deliver the Learning & Development strategy for March 2024.