

**REPORT OF THE SERVICE DIRECTOR - CUSTOMERS AND HUMAN
RESOURCES****CAREERS OUTREACH EVENTS****Purpose of the Report**

1. To seek members' approval for the plan of career outreach events to promote Nottinghamshire County Council as an employer of choice and to support the associated commitments which are outlined in the Council Plan, "Your Nottinghamshire, Your Future".

Background

2. Undertaking a range of careers outreach activity enables the Council to promote Apprenticeships and other employment opportunities both within the Council and with businesses across the County; including the recruitment and retention of graduates into the Nottinghamshire economy.
3. To undertake this external activity, the Workforce Planning and Organisational Development team attend a variety of jobs fairs, career events and community roadshows across the County throughout the year. If an event is targeted at a particular professional group then subject experts of those professional groups would also be invited to attend. On some occasions colleagues from the Economic development Team are also in attendance to support employment activities and skills development across the wider economy of Nottinghamshire.
4. At Personnel Committee on 27 September 2017, Members approved the plan on Employer Apprenticeships at the Council which included reference to the Apprentice Programme being promoted externally with the wider community of Nottinghamshire. This includes taking part in a Community Roadshow event in early December.
5. A planned schedule of known events is outlined below. These events support the delivery of a number of the commitments set out in the current Council Plan, including Nottinghamshire being "a great place to fulfil your ambition", as they provide an opportunity to promote employment and work based experience programmes with the Council.

Reviewing the Council's Participation in Careers Outreach Events

6. A planned schedule of known events has been pulled together identifying those that occur on a regular basis:

Name of the Event	Cycle	District
Nottingham Jobs Health and Social Care Job Fair	annually	Countywide
Newark Job Fair	annually	Newark and Sherwood
Local Government Association Information Day for Graduates	annually	Nationwide
Gedling Jobs & Opportunity Fair "Fulfilling Futures"	annually	Gedling
Stapleford Community Group Job Fair	annually	Broxtowe
Futures Training Agency What's Next Careers Fair	annually	Countywide
NTU Graduate Recruitment Fair	2 x yearly	Countywide
University of Nottingham Employer Drop in Sessions	2 x yearly	Countywide
Community Roadshow - shopping centre events	2 x yearly	Mansfield, Nottingham City and Countywide
Armed Forces Covenant Job Shop	annually	Countywide

7. Work is underway to identify specific events taking place in other parts of the County to ensure that there is focus on areas of greater deprivation and that the Council has a workforce drawn from across and representative of the whole County.
8. Requests to attend additional events received on an ad-hoc basis will be assessed in relation to their contribution towards the Council's strategic and service priorities and included in the events plan accordingly. The plan will be regularly reviewed and updated to reflect these new opportunities and an update reported back to Personnel Committee.

Other Options Considered

9. The Workforce Development and HR Teams have a Programme of activity to support the Council in recruiting, developing and retaining employees with the knowledge, skills and experience required to develop and sustain the workforce it requires now and for the future. Attendance at these events is one way of supporting this activity.

Reasons for Recommendations

10. This report seeks the approval from Members to continue work to promote the Council as an employer of choice in support of its wider workforce planning priorities through participation in attendance at the career outreach events detailed in the planned schedule and to include in the plan any ad-hoc requests in addition to the known activity.

Statutory and Policy Implications

11. This report has been compiled after consideration of implications in respect of crime and disorder, data protection and information governance, finance, human resources, human rights, the NHS Constitution (public health services), the public sector equality duty, safeguarding of children and adults at risk, service users, smarter working, sustainability and the environment and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

Data Protection and Information Governance

12. There are no implications arising directly from this report.

Financial Implications

13. There are no implications arising directly from this report.

Human Resources Implications

14. Attendance at these events supports the Council in developing the workforce it requires now and for the future to ensure effective front line service delivery and that the commitments and priorities set out within the Council Plan are delivered.

Public Sector Equality Duty implications

15. Attendance at careers outreach events will help the Council ensure that its workforce is more representative of the communities it serves. Council materials used at publicity events are designed to be accessible to all attendees in order to support this.

RECOMMENDATIONS

It is recommended that Members:

- 1) Agree attendance at and promotion of the schedule of career outreach events detailed in paragraph 6.
- 2) Agree to the inclusion of further ad hoc events in the schedule as appropriate and to receive a further update report as set out in the work programme.

Marjorie Toward

Service Director - Customers and Human Resources

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Constitutional Comments (KK 14/11/17)

16. The proposals in this report are within the remit of Personnel Committee.

Financial Comments (RWK 08/11/17)

17. The financial implications are set out in paragraph 13 of the report.

HR Comments (CG/24/10/17)

18. These are covered within the body of the report.

Background Papers and Published Documents

Except for previously published documents, which will be available elsewhere, the documents listed here will be available for inspection in accordance with Section 100D of the Local Government Act 1972.

- None

Electoral Division(s) and Member(s) Affected

- All