



REPORT OF THE SERVICE DIRECTOR - CUSTOMERS AND HUMAN RESOURCES

UPDATE ON ATTENDANCE AT CAREERS OUTREACH EVENTS

Purpose of the Report

1. To seek approval from Members for the continued support for attendance at career outreach events. Attendance at these events enables Nottinghamshire County Council to promote itself as an employer of choice and to support the associated commitments which are outlined in the Council Plan, "Your Nottinghamshire, Your Future".

Information

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 (WPOD) 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.

Progress to date

4. The planned programme of events reported to the 29th November 2017 Personnel Committee has been updated in the schedule attached in **Appendix A**, and reports on each event attended and new events added where appropriate.
5. The WPOD team continue 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. The team also receives information from the Communications and Marketing team in relation to activities taking place across the County which may benefit from attendance. In addition to the planned programme of events, as approved in the previous report to Personnel Committee, the team will attend additional events on an ad-hoc basis where beneficial for Nottinghamshire residents and where they support the delivery of the Council's key priorities. These will be added to the schedule in **Appendix A**.

6. The WPOD team continue to assess attendance at events in relation to their contribution towards the Council's strategic and service priorities and these are included in the events schedule accordingly. The plan will continue to be regularly reviewed and updated to reflect these new opportunities and support the achievement of the ambition of county wide coverage. The team will also continue to identify appropriate opportunities as part of a renewed focus on talent management and work based learning opportunities supported by the new HR service offer currently under development, following implementation of the new HR structure.
7. Further work is planned with Economic Development colleagues to ensure greater joining up of efforts promoting wider employment opportunities across Nottinghamshire and the Council's role as one of the largest employer's in the area.

Other Options Considered

8. 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

9. 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 which are supported.

Statutory and Policy Implications

10. 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

11. All personal data collected from individuals has been done so with their prior consent and is handled according to legal requirements and the Council's agreed policies and procedures.

Financial Implications

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

Human Resources Implications

13. 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

14. 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 the continued attendance at and promotion of career outreach events as set out in Appendix A and that ad hoc events are added to the schedule as appropriate.
- 2) Agree to receive a further report on learning from attendance at careers outreach events and how this is being used to inform future activity going forward, in six months' time.

Marjorie Toward

Service Director - Customers and Human Resources

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Constitutional Comments (KK 23/03/18)

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

Financial Comments (RWK 22/03/18)

16. The financial implications are set out in paragraph 12 of the report.

Human Resources Comments (CG 07/03/18)

17. These are set out in 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