

REPORT OF THE SERVICE DIRECTOR – CUSTOMERS, GOVERNANCE AND EMPLOYEES

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 across the county. 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. In undertaking a range of careers outreach activity, this 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 Human Resources, Workforce and Organisational Development (HRWOD) team attend a variety of jobs fairs and career events 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. Colleagues from the Economic Development Team also attend some of these events 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 18th April 2018 Personnel Committee has been updated in the schedule attached in **Appendix 1**. This provides a brief summary report on each event attended and identifies new opportunities to attend events where appropriate to do so.
5. The HRWOD team continue to identify specific events taking place across 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.
6. The team also receives information from the Communications and Marketing team in relation to activities taking place across the county which may provide further opportunities to promote employment and development opportunities with the Council. 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 continue to be added to the schedule in **Appendix 1**.

7. The HRWOD 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 to support the achievement of the ambition to have 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. As reported to Personnel Committee on 3rd October 2018, the successful recruitment of 6 graduate trainees to the Council's in house scheme and the level of applications was enhanced by our attendance at such events held at several of the local universities.
8. The HRWOD team continue to engage with colleagues in Economic Development to ensure greater joining up of efforts to promote wider employment opportunities across Nottinghamshire as part of the Council's role as a community leader being one of the largest local employers.
9. The HRWOD team will take a creative and inclusive approach to the attraction, development and management of talent across the Council. Bringing together all of the talent management programmes currently undertaken within the team will be beneficial to the citizens of Nottinghamshire as it will allow for a clearer understanding of the career opportunities within the Council, starting with the Council's Work Experience programme through to opportunities to participate in the numerous schemes the Council manages such as the Leonard Cheshire Change 100 programme and the in house graduate development scheme.

Other Options Considered

10. The HRWOD Team has 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

11. 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 the talent management programmes and 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

12. 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

13. 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

14. There are no financial implications arising directly from this report.

Human Resources Implications

15. Attendance at these events supports the Council in identifying and 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

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

RECOMMENDATIONS

It is recommended that Members:

- 1) Approve the plan to draw together the various talent management schemes operating within the Council and to receive a further report on the impact of this activity at a future Personnel Committee.
- 2) Agree the continued attendance at and promotion of career outreach events as set out in Appendix 1 and that ad hoc events are added to the schedule as appropriate.
- 3) 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
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Chief Executive's Department

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Constitutional Comments (KK 0/11/18)

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

Financial Comments (SES 06/11/18)

18. There are no specific financial implications arising directly from this report.

Human Resources Comments (SJ 20/11/18)

19. There are no specific HR implications for the current workforce but attendance at the events will support the Council as described in paragraph 15.

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