

**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 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, the Council is able to promote Apprenticeships, Graduates and other employment opportunities both within the Council and with businesses across the County.
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 are also invited to attend and so far this year, these events have included colleagues from Adult Social Care and Children’s Services. 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. HRWOD colleagues have also recently been working closely with the stakeholder manager from the Building Better Communities Programme.

Progress to date

4. The planned programme of events reported to the 28 November 2018 Personnel Committee has been updated in the schedule attached in **Appendix 1**. This appendix provides a brief summary report on each event attended and identifies new opportunities to attend events where appropriate to do so.
5. This year, numerous events across both of the local universities have been attended to ensure that the Council’s in-house graduate scheme is promoted more widely. To assist with the

recruitment to this year's graduate programme, two of the current graduate trainees have been filmed for a short, informative insight into what the scheme at the Council offers. These video clips can be viewed at: https://youtu.be/l55ial_gw9c and https://youtu.be/gw6yZ_96MI0. These have proved very popular.

6. 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. The HRWOD team have contacted all District and Borough Councils to establish links with recruitment activity taking place within their respective areas and through this contact, the team will be attending events in most areas of the County.
7. 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**.
8. 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.
9. 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 one of the largest local employers, and as part of the Council's role as a community leader. The HRWOD team co-ordinated the Council's attendance at the Jobs Fair held at the Albert Hall in Nottingham, ensuring that the Council was represented in terms of recruitment opportunities across both Adult Social Care & Health and the Children and Families department.
10. The HRWOD team will continue to take a creative and inclusive approach to the attraction, development and management of talent across the Council. The HRWOD team are bringing together all of the talent management programmes currently undertaken by the Council. These changes 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 organises such as the Leonard Cheshire Change 100 programme and the In-house Graduate Development and Apprenticeship Programmes.

Other Options Considered

11. 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 and promotes employment opportunities for local communities.

Reasons for Recommendations

12. This report seeks the approval from Members to continue work to promote the Council as an employer of choice. This work supports the Council's wider workforce planning priorities through the talent management programmes and participation in attendance at the career outreach events.

Statutory and Policy Implications

13. 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

14. 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

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

Human Resources Implications

16. 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. Furthermore this approach supports the delivery of commitments and priorities set out within the Council Plan in relation to local employment opportunities and skills development.

Public Sector Equality Duty implications

17. Attendance at careers outreach events will help the Council ensure that its workforce is more representative of the communities it serves and promote an inclusive employment approach. 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) 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.
- 2) Agree that further work be undertaken by the HRWOD to ensure that events are attended in all districts of the County.

- 3) Agree to receive a further report on attendance at careers outreach events and how the information gathered is being used to inform future activity going forward, in six months' time.

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Constitutional Comments (KK 02/05/19)

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

Financial Comments (SES 01/05/19)

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

Human Resources Comments (JP 07/05/19)

20. Attendance at the Careers Outreach events supports the Council in ensuring that it delivers objectives as set out in the Council Plan and has the workforce it needs now and for the future.

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