



Corporate Scrutiny Panel

15 August 2022

Recruitment and Retention Challenges





Inclusive employer of choice

Our recruitment and selection processes are inclusive, safe, fair and straightforward.

You'll get a warm welcome whether you're new or moving jobs.

You'll know you are valued and are comfortable and confident being yourself.



Effective and compassionate leadership

Our leaders and managers are skilled and compassionate in their approach.

You'll know how to be the best you can be and how you're doing.



Skilled, flexible and engaged

There are opportunities to learn and develop that suit you and your job of today and tomorrow.

Wherever possible, we take a flexible first approach to when, how and where you work.

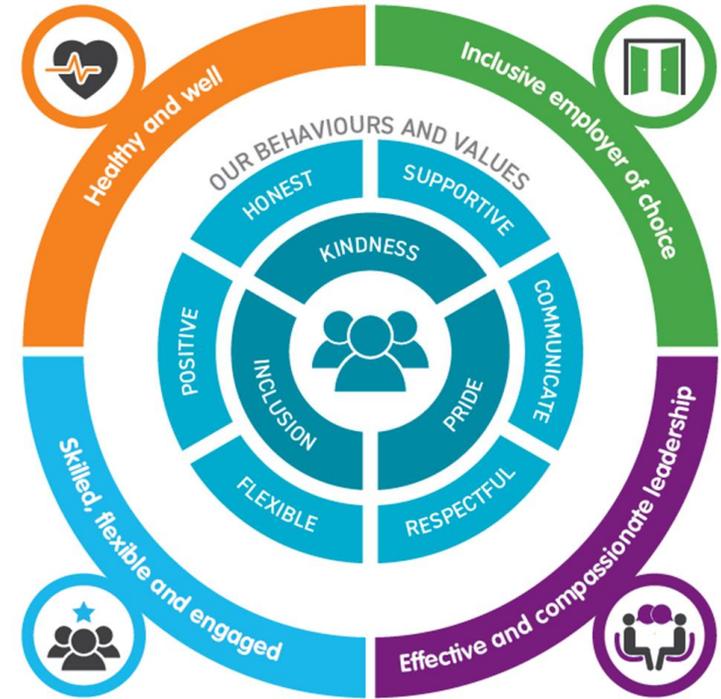
You'll know what's going on and we'll listen to what's important to you and how you're feeling.



Healthy and well

Your wellbeing is as important to us as it is to you.

Employee benefits support you as an individual.



Reports to Personnel Committee November 2021 and March 2022

[\(Public Pack\)Agenda Document for Personnel Committee, 02/11/2021 15:00 \(kirklees.gov.uk\)](#)

[\(Public Pack\)Agenda Document for Personnel Committee, 14/03/2022 11:00 \(kirklees.gov.uk\)](#)





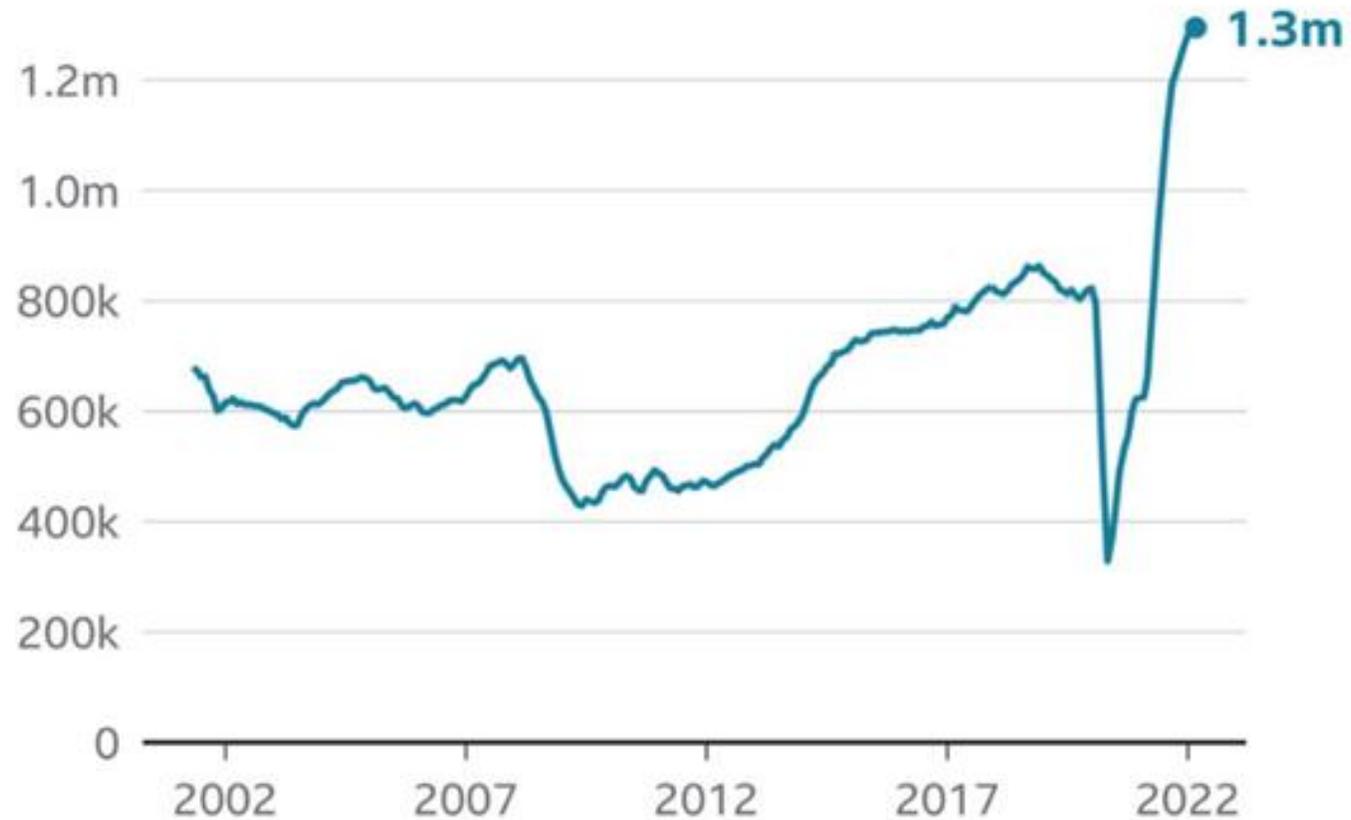
Recruitment



Labour Market Changes

Vacancies at record high

Total number of vacancies in the UK



Source: Office for National Statistics

BBC



Biggest Market Challenges

- Catering and Cleaning
- Adult Social Care
- Adult Social Work
- Engineering
- Data and Intelligence
- Technical project management
- Regeneration focused roles
- Some trades



Recruitment Initiatives

Catering

- Trialling talent banks to encourage conversations and/or interview
- Indeed trials – market engagement
- CCSOs supporting place based engagement
- Radio and wider advertising

Social Care

- Recruitment Events
- Adult Social Work Recruitment – attended a virtual Recruitment Event



Recruitment Initiatives

- Job centre – attended hospitality week and care week
- Careers site – [Careers at Kirklees | Kirklees jobs](#)
- Working with Employment and Skills
- Social media campaign
- Place based events – Autumn

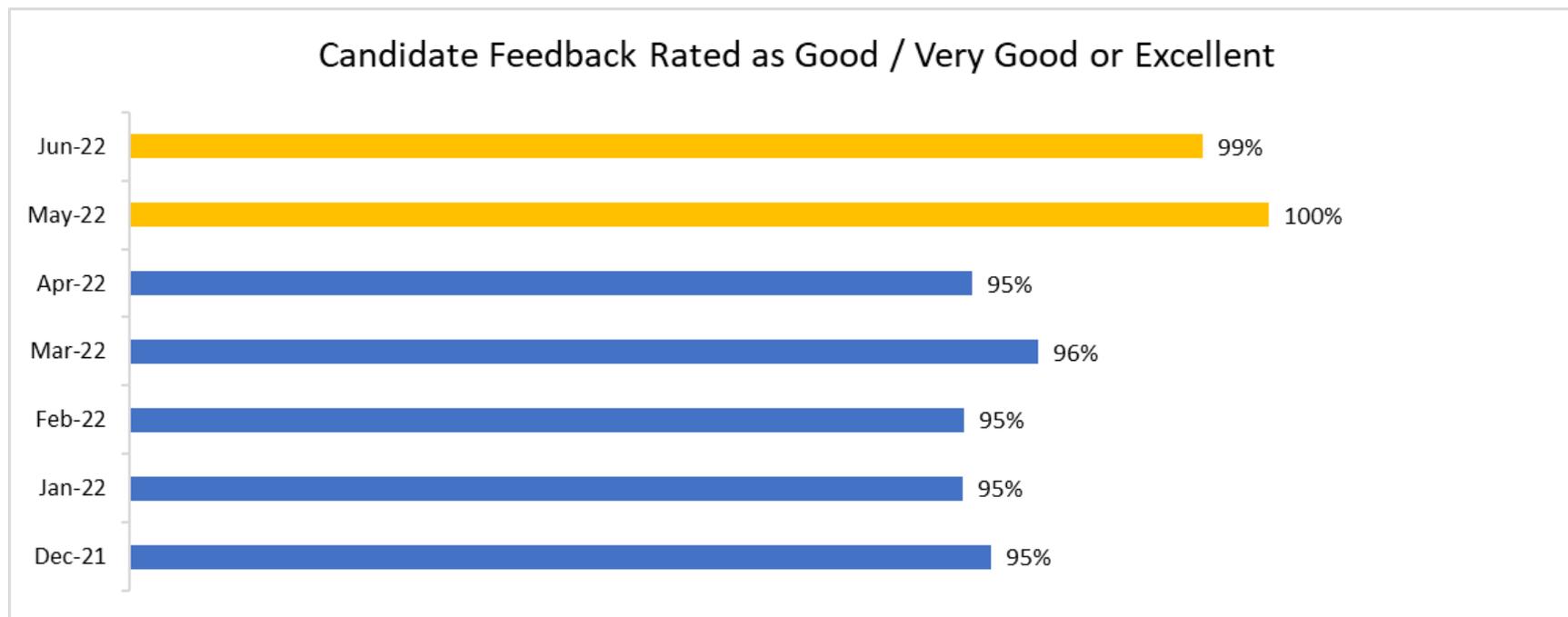


Recruitment Initiatives

- Increased focus on flexibility
- Focus on keeping shortlisting criteria to a minimum
- Need for pace in fast market
- Use of market supplements and retention payments in some areas
- Working with Iroko project and I&D hub
- Videos in adverts possible
- System developments
- Developing pipelines



Even simpler application



Over 4000 responses

New application introduced in May

Building in further feedback points





Support into Employment



Project Search

- Hugely successful outcomes
- Positive difference to interns and their families
- Now 'business as usual' with a remit to grow
- Leading to wider project on neurodiversity
- Ringfenced apprenticeships



Apprenticeships

- Successful recruitment to apprenticeship cohorts for September
- Higher level apprenticeships
- Apprenticeships to support development linked to workforce planning



2022 Apprenticeships

Information Technology

Libraries Customer Service

Insurance Practitioner

Youth workers

Outdoor activity Instructor

BSO

Finance Clerk

Civil Engineering

Horticulture

Digital Marketer

Forestry

Transactional Officers

Carephone Officer

Trade roles

Graduate in Finance

Plus in March 2022

Payroll Admin

BSO

In development for 2022

Surveyor Technician

Facilities Service Operative

Higher Level in progress:

Policy Officer

Project Officers

Schools

ETA and BSO



Kickstart

- Government funded work placement for 16–24-year-olds who are on Universal Credit and at risk of long-term unemployment.
- Over 70 young people have experience of working in Local Government that they wouldn't have had before.



Work Experience

- Developed a virtual work experience offer during the pandemic
- Now part of our ongoing offer
- Almost all who participated recently see Kirklees as a potential future employer
- Further development of traditional approach





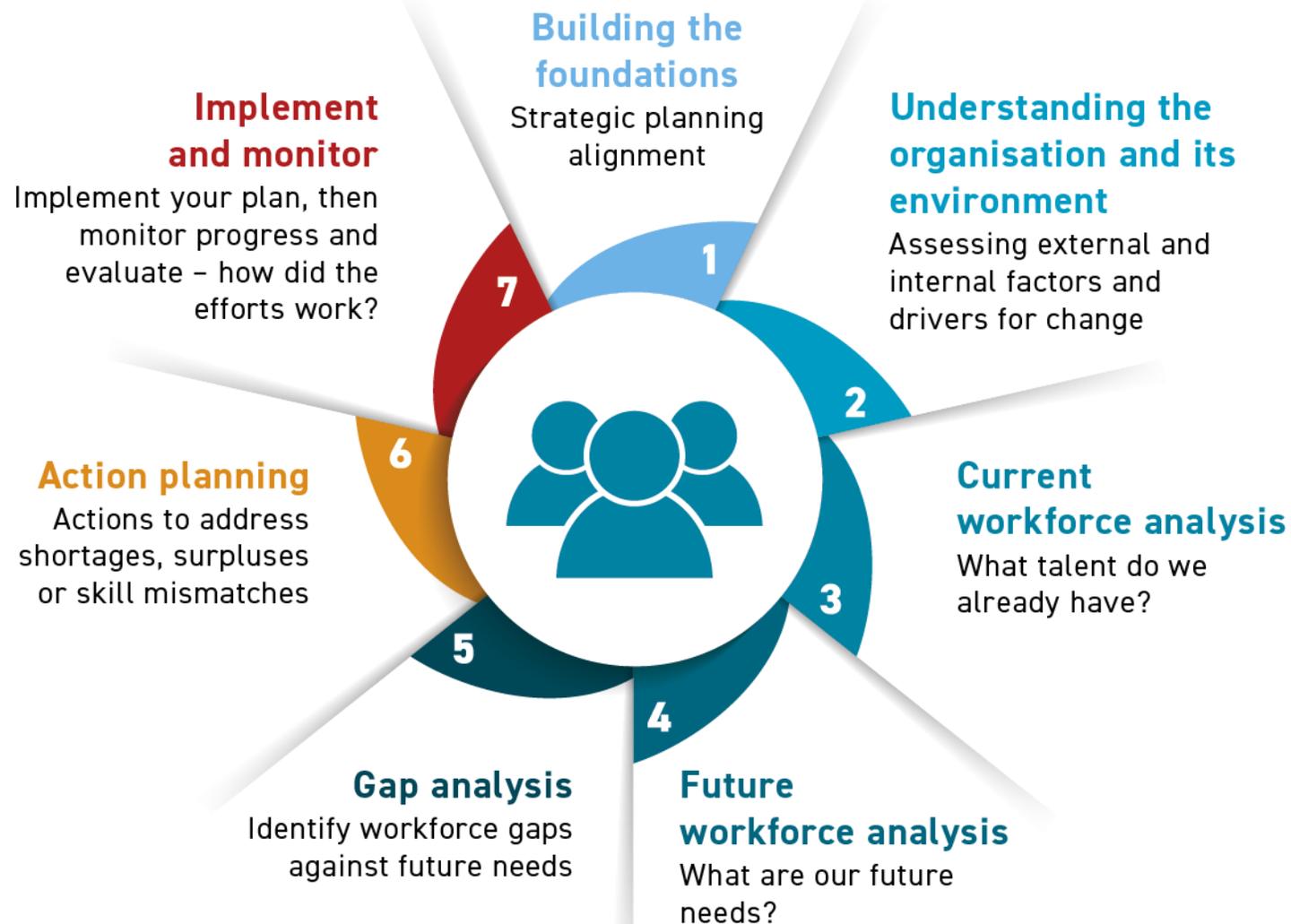
Workforce Planning



Workforce Planning

*The framework and process of strategically planning to have the right people, with the right **skills, values and behaviours** in the **right job at the right time in the right number, representative of our communities, to deliver the Council plan of today and tomorrow.***







Retention



Retention

- Welcome to Kirklees for those who joined over the last 2 years
- Front line worker engagement sessions
- ET Listening sessions throughout summer
- Developing stay interviews
- Revitalising exit interviews
- Embedding flexibility where possible
- Focus on wellbeing

