

Economy, Residents and Communities Scrutiny

Recruitment and Retention

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Key points

- What is the challenge and the need for transformational change?
- What are the plans?
- What have we achieved to date?
- What is next?
- Questions



What is the challenge and need for change?

- Effective recruitment and retention is essential to ensure we have the right skills and talent in place to deliver our services to our communities now and in the future
- Difficulties in recruiting to vacancies across a number of our services
- National and local challenges
- This ultimately presents a risk to the Council of delivering its services resulting in a need for change



What are the plans?

- Recruitment and retention project group set up, based on the transformation and agile approach to change
- The recruitment and retention project covers a number of key areas, which includes:
 - Review all policy, systems and processes, identifying areas of improvement and implement changes as required, maximising the use of technology
 - To review and identify particular areas of difficulties and challenges and to put plans in place to overcome those
 - To enhance routes of employability to the council to include further apprenticeship and graduate opportunities
 - To ensure managers are supported and trained in effective recruitment principles and practices
 - To understand any retention challenges and to engage with staff to understand their experiences
 - Review reward and recognition strategies to support retention of staff



What have we achieved to date?

- Launched a new recruitment brand
- Development and launch of a new website
- Undertaken a number of successful recruitment campaigns (see attached data)
- Developed an easy apply process for certain hard to recruit to positions
- Undertaken a number of recruitment events
- Twenty housing vehicles wrapped to promote Powys as an employer



What have we achieved to date, continued....

- Implemented improved ways to measure the success of initiatives
- Implemented a guaranteed interview scheme for veterans
- Working group set up to review and implement revised process for gathering information and data from leavers
- Undertaken a 'why Powys' survey to understand why people work at Powys and why they may be looking to leave
- Created better links with education providers to promote opportunities at Powys with learners



What have we achieved to date, continued....

- Apprenticeships
 - Relunched the Apprenticeship Talent Pool (excess of 100 individuals actively seeking opportunities with us)
 - Applied the real living wage to apprentices
 - Introduced an internal process to ensure all vacancies grade 8 and below are considered as potential apprenticeship opportunities
 - In the last two months, 4 apprentice fitters appointed and 3 opportunities in other services currently being advertised (with more planned)



What is next?

- Continue to develop our brand and promote Powys as an employer of choice
- Undertake a fundamental review of recruitment and on boarding systems and implement improvements
- Conclude work around gathering data from leavers
- Consider the feasibility of a four day working week
- Link project work with the wider people strategy to complement the work planned, in order to support the whole employee journey and life cycle
- Make further improvement to the gathering of data to inform the work of the project and measure the success of initiatives



Any questions?

