

GROWING OUR OWN - UPDATE

1. SUMMARY

- 1.1 The purpose of this paper is to provide an update on the current position in regard to the development of the Growing Our Own (GOO) initiative.

2. RECOMMENDATIONS

- 2.1 Members are asked to note the current position.

3. DETAIL

- 3.1 At the meeting of the Organisational Development PPG held on 30 June 2008 a report was submitted which provided an overview of what had been achieved to date under the GOO banner and what the initiative hoped to achieve in the future.

- 3.2 Since this meeting a number of developments have taken place. Details of these are noted below.

3.3 WHAT HAS BEEN ACHIEVED

3.3.1 Recruitment and Retention Strategy

In order to effectively develop and pursue the GOO initiative, work has been undertaken to create a draft strategy and implementation plan, which will contain a number of recommendations aiming to ensure that the initiative is embedded within the Council's HR Strategy and is seen as a corporate priority. A key recommendation will be that responsibility for GOO will no longer sit within Development Services but will be adopted by Strategic HR. The strategy will also seek to identify the most suitable methods to measure the performance of the GOO scheme with key outcomes identified in line with the Planning and Performance Management Framework. Work on the strategy is ongoing and, once drafted, will be submitted to the Strategic HR Board, the Organisational Development PPG and the SMT for discussion and approval within the next quarter.

A number of the activities undertaken by the GOO working group have been put on hold while this strategy is being developed, for example, school roadshows and the link to succession planning through a school co-ordinator role. It is intended that the strategy will set out how best to develop these activities.

Work, however, is still ongoing in terms of the Management Trainee Scheme, Careers Fairs/ Community Events, Work Experience and Summer Placements. An update on these actions is provided below:

3.3.2 Management Trainees

- The two Management Trainees recruited in October 2007 will complete their two year traineeships in September 2009, and it is anticipated that both will secure permanent posts with the Council.
- At the SMT meeting of 30 April 2009 it was agreed that a further two Management Trainees will be recruited, with the host Departments being the Chief Executive's Unit and Community Services. These further appointments will bring the total number of Management Trainees recruited to six.
- An evaluation of the Management Trainee scheme has been undertaken in the form of a questionnaire which was circulated to the four current and past Management Trainees. The results of this review were very positive with common themes emerging, demonstrating that the scheme is very worthwhile. A report will be submitted to the Strategic HR Board and the SMT detailing the full results of this evaluation.

3.3.2 Careers Events

- Attendance and participation in school or community careers events has been ongoing and the group will continue to feed into future scheduled events. This information is fed to the GOO working group from Careers Scotland Event Coordinators.
- Three events have been attended since the previous update report;
 - Islay High School Careers Event – 1st October 2008
 - Take Time Event – Rothesay – 14th January 2009
 - Campbeltown Grammar Careers Event – 11th February 2009

3.3.5 Work Experience

- The work experience programme has continued to be a success with 15 pupils taking part in placements with the Council. In consultation with schools, we are trying to continually improve work experience placements through better coordination and matching pupils to appropriate departments/ sections based on their interests. This will make the programme more worthwhile for the Council and for pupils.

3.3.6 Summer Placements

- The recruitment of summer students is continuing this summer following the success of the last 2 years. Unfortunately, due to budgetary restrictions, the opportunities within departments appear to be more limited this year. However, where opportunity allows, we are trying to place students in departments/sections based around their interests/studies and where this experience may influence a longer term career choice. The long term goal is that students will return to the area and consider employment with the Council.

4. **CONCLUSION**

- 4.1 Members are asked to note the content of this paper, which provides the current position in regard to the GOO initiative. A further report will be submitted to the PPG once the proposed Strategy and Implementation Plan has been finalised, which will allow us to clearly set out the future direction of GOO.

5. **IMPLICATIONS**

- 5.1 Legal – None
5.2 Financial – None
5.3 Personnel – None
5.4 Equal Opportunities – None
5.5 Policy – None

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