

A Local Authority approach to recruiting and retaining local talent

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Chief Executive



Nottinghamshire
County Council

Nottinghamshire



One City Council and One County Council

7 districts with Borough and District Councils

Adult Social Care & Public Health
Children & Families Services
Youth Justice
Investment and Growth
Economic Development
Communities & Place
Business Support Services
Democratic Services
Customer Services

Housing
Economic Development
Local Planning
Environmental health
Communities

Working together to help our communities to thrive



**Nottinghamshire
County Council**

Nottinghamshire Context and Challenges

Corporate parent to over 950 children in care & responsible for around 350 Care Leavers

90,000 carers and more than 21,000 carers providing care for 50 hours or more a week

People with complex needs – homelessness, substance misuse

Unemployment sometimes due to mental and physical health issues

Young people who are not in education, employment or training or at risk

SEND and Learning disabilities – children and adults

Large workforce and levy paying authority

Rurality issues including transport links

Qualification levels in some areas and graduate retention





One Plan for Nottinghamshire

A great place to enjoy your later life

- People live in vibrant and supportive communities
- People live independently for as long as possible
- People can access the right care and support, at the right time

A great place to bring up your family

- Families prosper and achieve their potential
- Children are kept safe from harm
- Children and Young People go to good schools

A great place to fulfil your ambition

- Nottinghamshire has a thriving jobs market
- Nottinghamshire is a great place to live, work and relax
- People are healthier

A great place to start and grow your business

- Nottinghamshire is a great place to invest and do business
- Nottinghamshire is a well connected county
- Nottinghamshire has a skills workforce for a global economy

Supported by Every Council Department



Nottinghamshire Solutions

Prepare looked after children and care leavers for work

- Care Leavers team
- Care 2 Work programme
- Guaranteed interview
- Work placements

Carer Support

- Carers Hub & Carers in the workplace project
- Building Better Opportunities and other employment and skills programmes

People with complex needs

- Building Better Opportunities and other specialist employment and skills programmes

Unemployment

- Work with parents & troubled families programme
- Supporting employment and skills programmes

Not in Education, Employment or Training

- Futures

SEND and Learning Disabilities

- Futures
- I Work
- Supported Internships

Workforce and levy

- Levy transfer to SME's
- Workforce upskilling and Wellbeing services
- Dedicated staff networks
- Grow your own schemes

Rural & Transport

- Travel choice planning new transport hubs
- Supporting economic development activity

Qualifications and Graduate Retention

- Graduate Management Scheme
- All level apprenticeships
- Promotion opportunities

Benefits of Inclusive recruitment

- A workforce that reflects your community
- Local people employed – reduced travel and carbon
- Training via ‘fully funded’ programmes like kickstart or incentives for apprenticeships

