

Report

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Report to:	Corporate Resources Committee
Date of Meeting:	2 July 2008
Report by:	Executive Director (Corporate Resources)

Subject:	Graduate Recruitment
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1. Purpose of Report

1.1. The purpose of the report is to:-

- ◆ provide the Committee with an update on the developments in relation to graduate recruitment programmes

2. Recommendation(s)

2.1. The Committee is asked to approve the following recommendation(s):-

- (1) that the update on graduate recruitment programmes and future developments be noted.

3. Background

- 3.1. Graduate recruitment programmes have been developed as part of the Council's overall recruitment strategy. A framework was launched by Corporate Personnel and Resource Personnel teams to promote South Lanarkshire Council to graduates as an excellent employer and demonstrate the range of potential career opportunities.
- 3.2. Specific programmes were developed across key professions including Accountants, Engineers, Surveyors, Architects, Social Workers, Planners and Solicitors.
- 3.3. During 2006/2007 a rotational graduate programme was developed across Social Work, Education and Corporate Resources. As a result of this programme one graduate has embarked upon a career in Social Work and has begun working towards an SVQ Residential Care Managers award.
- 3.4. During 2007 a survey was completed by 63 graduates already in posts across the range of South Lanarkshire Council graduate programmes.
- ◆ 33% of respondents had previously benefited from a placement within the Council
 - ◆ 52% were working towards a professionally recognised qualification
 - ◆ Almost all respondents agreed that the Council supported their continued professional development through effective management, allocation of appropriate projects and continued learning and development opportunities.
 - ◆ The top three reasons for selecting a graduate programme with South Lanarkshire Council were geographic location (59%), employee development (38%) and flexible benefits (33%).

4. Current Position

- 4.1. Appendix 1 provides a summary of graduate and placement intake during 2008. This has resulted in 64 graduate and 23 placements appointments.
- 4.2. A benchmarking exercise with the NHS Generic Management programme and Audit Scotland graduate programme is helping in sharing of best practice.
- 4.3. Specific highlights include the internal progression of a Finance Assistant to the Trainee / Graduate programme and a newly qualified Accountant to the role of Finance Adviser.
- 4.4. As part of the recruitment strategy, graduate and placement programmes have been developed across specific areas of the Council that face recruitment difficulties within the external market. By developing these programmes the Council is proactively growing their own talent into the organisation to overcome areas of professional skill shortages. This has resulted in graduate programmes being developed for Environmental Health Officers and Solicitors.

5. Future developments

- 5.1. In order to continually develop and raise the profile of the Council's recruitment strategy the following developments will be actioned:-
 - ◆ Measure the success of advertising and recruitment by analysing the effectiveness of the recruitment website, presentations at targeted universities, national career services website portal, careers fairs, professional journals and targeted e-mails to undergraduates
 - ◆ Increase the number of placement opportunities to allow undergraduates to experience our culture and working environment, and, as a consequence increase the number of graduates to established posts
 - ◆ Develop assessment centres, ability tests and personality profile exercises to support selection process
 - ◆ Review professional bodies' competence frameworks and build these into our graduate learning and development programmes. Performance against these will be measured and assessed through achievement of key work objectives and personal development plans during the Performance and Development Review process
 - ◆ Continue to develop links for benchmarking with external organisations
 - ◆ Develop a mentor and buddy scheme to support graduate development

6. Employee Implications

- 6.1. Continued development in this area will improve the process for recruiting graduates and promote South Lanarkshire Council as an attractive employer amongst this target group.

7. Financial Implications

- 7.1. Placements and recruitment of graduates will be met from within existing Resource budgets.

8. Other Implications

- 8.1. None.

9. Equality Impact Assessment and Consultation Arrangements

- 9.1. This report does not introduce a new policy, function or strategy or recommend a change to an existing policy, function or strategy and, therefore, no impact assessment is required.
- 9.2. Consultation is ongoing with Resource Personnel Managers and Trade Unions through the relevant consultative forums.

Robert McIlwain
Executive Director (Corporate Resources)

9 June 2008

Link(s) to Council Objectives

- ◆ Accountable, effective and efficient
- ◆ Excellent employer

Previous References

- ◆ None

List of Background Papers

- ◆ None

Contact for Further Information

If you would like to inspect the background papers or want further information, please contact:-

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Graduate / Placement appointments 2008

Resource	Job title	Number
Community	Graduate Environmental Health Officer	2
	Placement Procurement Assistant	1
Corporate (inc. LVJB)	Placement Trainee Valuer	4
Education	Primary Teacher*	20
	Secondary Teacher*	32
	*(from 4 June – on-going recruitment)	
	Educational Psychologist	2
Enterprise	Placement Clerical Assistant	1
	Graduate Civil Engineer	1
	Placement Planner	5
	Placement Civil Engineer	5
Finance and IT	Trainee / Graduate Accountant	5
Housing and Technical	Graduate Architect	1
	Graduate Engineer	1
	Placement Finance Assistant	5
	Placement Quantity Surveyor	1
	Placement Building Surveyor	1
Social Work	No intake	0
All Resources	Graduate	64
	Placement	23
	Total	87