

Do you have the best hiring strategies?

Thursday 22nd February

www.local.gov.uk

Recruitment and Retention 6 P's

- The local government sector faces significant challenges with recruitment and retention, so it is important to create an effective recruitment plan.
- We are also offering an opportunity for additional expert support - initially to a defined number of councils. If you are eager to 'reset' your recruitment, we will help you to identify how to improve the efficiency and effectiveness of your hiring processes whilst also creating a fair and inclusive experience for candidates. If you are interested in taking part, please email workforce@local.gov.uk

Plan

Promote

Process

Partnerships

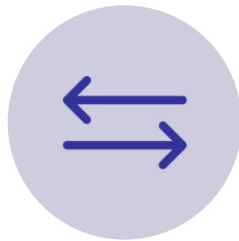
People

Pledge

Early Careers Approach



HOW DO YOU
ENGAGE THE NEXT
GENERATION?



WHAT ARE YOUR
ENTRY ROUTES?



DEVELOPING AND
RETAINING.



CELEBRATING
SUCCESS.

CIPD Impact Tool

The CIPD People Impact Tool provides HR/ People teams with data which demonstrates if their offer aligns to the Corporate plan, adequately provides support to line managers and employees, how HR judge their own service as a team and whether it is perceived as fit for the future. The tool provides a report which details the perception gap and key themes drawn from responses.

Health and Wellbeing

The LGA is able to support your organisation review the impact of health and wellbeing practices.

Advertise with us

The LGA advertises roles on behalf of partnership, external and member organisations.

NGDP

Join Cohort 26 of the National Graduate Development Programme by 29 February and Invest in valuable resource whilst providing a platform for ambitious graduates to springboard from. To find out more how NGDP could help your council to build capacity and develop the future leaders, contact the team or visit the council webpage.

Productive Teams

Teams that are effective and able to adapt to the challenges the sector faces.

Creating Productive teams

Our team is qualified to lead development sessions aimed at enhancing communication, collaboration and team work through the use of Emergenetics Psychometric Profiling.

Chief Executive 360 Appraisal

Our tailored appraisal process allows us to work with Chief Executives and others to assess the impact and development opportunities.

Organisational Design

The LGA can support your organisation create effective and efficient organisational structures using the DMA (decision making accountability) methodology – sometimes known as spans and layers.

Workforce planning

The LGA provides practical support to the local government sector to enable the delivery of strategic workforce planning as well as support for apprenticeship delivery. .

Job Evaluations

We are able to provide advice and moderation in several cost effective JE schemes.

North East councils pilot national recruitment campaign



The LGA has been co-producing a national recruitment campaign for local government with local authorities and Solace.



The new campaign aims to encourage people to make a difference where they live with a career in local government.



It launched in the North East in early January and aims to enhance the good work councils and combined authorities are doing in the region to attract talent.



This includes encouraging individuals to find out how they can have a role by working in one of the hundreds of services used by and relied upon communities every day, from adult and children's services to planning, environmental health, libraries and leisure centres.

Useful resources

- [Workforce Capacity](#)
- [LGA Consultancy: workforce | Local Government Association](#)
- [Creating effective structures through DMA reviews](#)
- [Creating productive teams through Emergenetics](#)
- [Early Careers toolkit](#)
- [Recruitment and Retention Best Practice \(6 P's\)](#)
- [Workforce Planning](#)
- [Want to advertise vacancies with us?](#)
- [Employment Relations](#)
- [Local government workforce](#)
- [Job evaluation, pay and reward](#)
- [National Graduate Development Programme](#)
- [Better Hiring Toolkit](#)