**GLPSC Friday 30th November**

**The Planning Session: Things to consider for 2019**

**Notes from Group B**

In attendance:

Sharon Jolly – Lincolnshire Partnership Trust

Rachel Luke – Compass Point

Wendy Poole – Boston College

Jasmin Sodhi – LCC

Dianne Farrell – Unison

Pauline Mould – Grantham College (Reporter)

**2. Increase the number of Apprentices working in Public Service in Lincolnshire**

* We need to get the message across of the benefits of working in the Public Sector.
* We need to ensure new Apprentices are confident that they will be retained at the end of fixed term contract.
* We need to identify and communicate Career Pathways
* LCC doing some work on Employer Value Proposition, looking at the really good things about each type of role in comparison to same role in private sector. E.g. Law – employees working together collaboratively rather than having their own case load in a private practise. Civil engineers get to see the whole project through, i.e. the bridge being built from start to finish rather than being contracted for one element
* Where positives are identified we need to get this message out there
* Need to think about the language we use when communicating to young people
* How do we get potential Apprentices to ‘click through’ our recruitment websites?
* How do we get the message out on social media?

Suggestions for addressing above:

* Invite someone from private sector where successful Career Pathway mapping is already carried out to share their successful practise (contact in Grocery Supermarket Sector mentioned by member of the group, see PM)
* Invite Recruitment specialist with experience of sector with successful social media presence (PM suggested contact)
* Carry out an exercise in a school where Y11/12 pupils ‘have a go’ at looking for jobs on Compact member websites then feedback on how they find the process

OUTCOMES

* Greater understanding in potential Apprenticeship candidates of Career Pathways and positive benefits of working in Public Sector
* More contemporary and relevant presence on Social Media of Apprenticeship opportunities

**4. More events to share good practice**

EPA & Standards

* An opportunity for members to share experience of EPA. What went right and what went wrong from perspective of employer, provider and Apprentice
* Effect of EPA on apprenticeship duration and contracts of employment
* How some of the Standard ‘concepts’ such as OPL and Gateway are operating in practise

Levy Transfer

* A member’s experience where it has been done well
* Where is it best used, which stakeholder relations can it benefit?

Procurement

* An introduction to general principles of procurement for providers

Career mapping

* See No 2

OUTCOME Members to gain a better understanding of each of the areas above

**5. Collaborative working to address workforce development issues**

* Networking opportunities and sharing good practise has been valuable for those involved but the outcomes have not necessarily ‘reached’ the wider compact
* This morning’s opportunity to share has been particularly successful, could the ‘model’ be rolled out into 2019 i.e. have a sharing good practice discussion groups for an hour prior to each of the main Compact events. This would involve the all of the members and would not involve additional meeting attendance.

OUTCOME Members to gain a better understanding of the issues faced by the whole sector. Increased opportunity for networking