

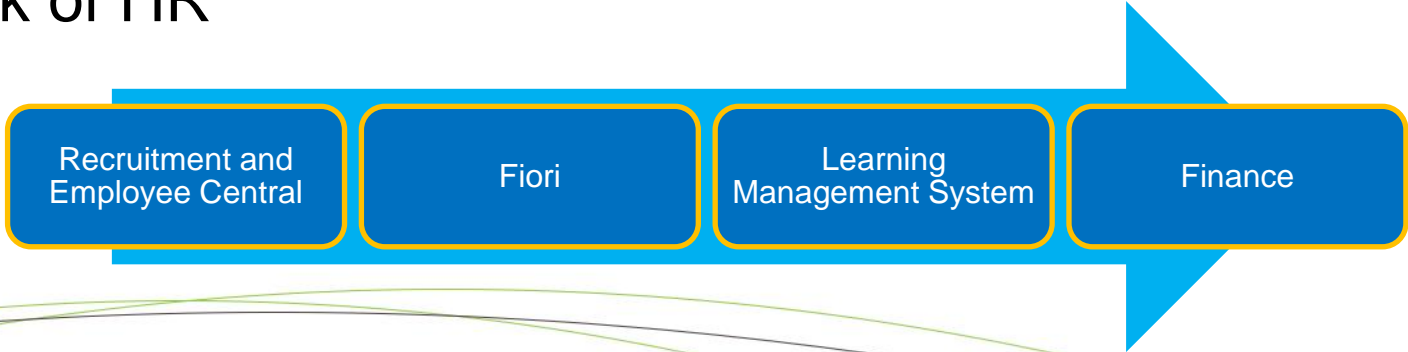
Overview & Scrutiny

September 2017



SAP SuccessFactors 

- Integrated systems
- Single sign on
- Increased visibility and control of data by managers and staff
- Changing nature of work of HR





- Effective April 2017, rules being applied differently in public sector
- Reviewed scope of all contractors
- Worked with Procurement for appropriate solutions in each case
- Changed nature of contracting arrangements

Workforce Planning



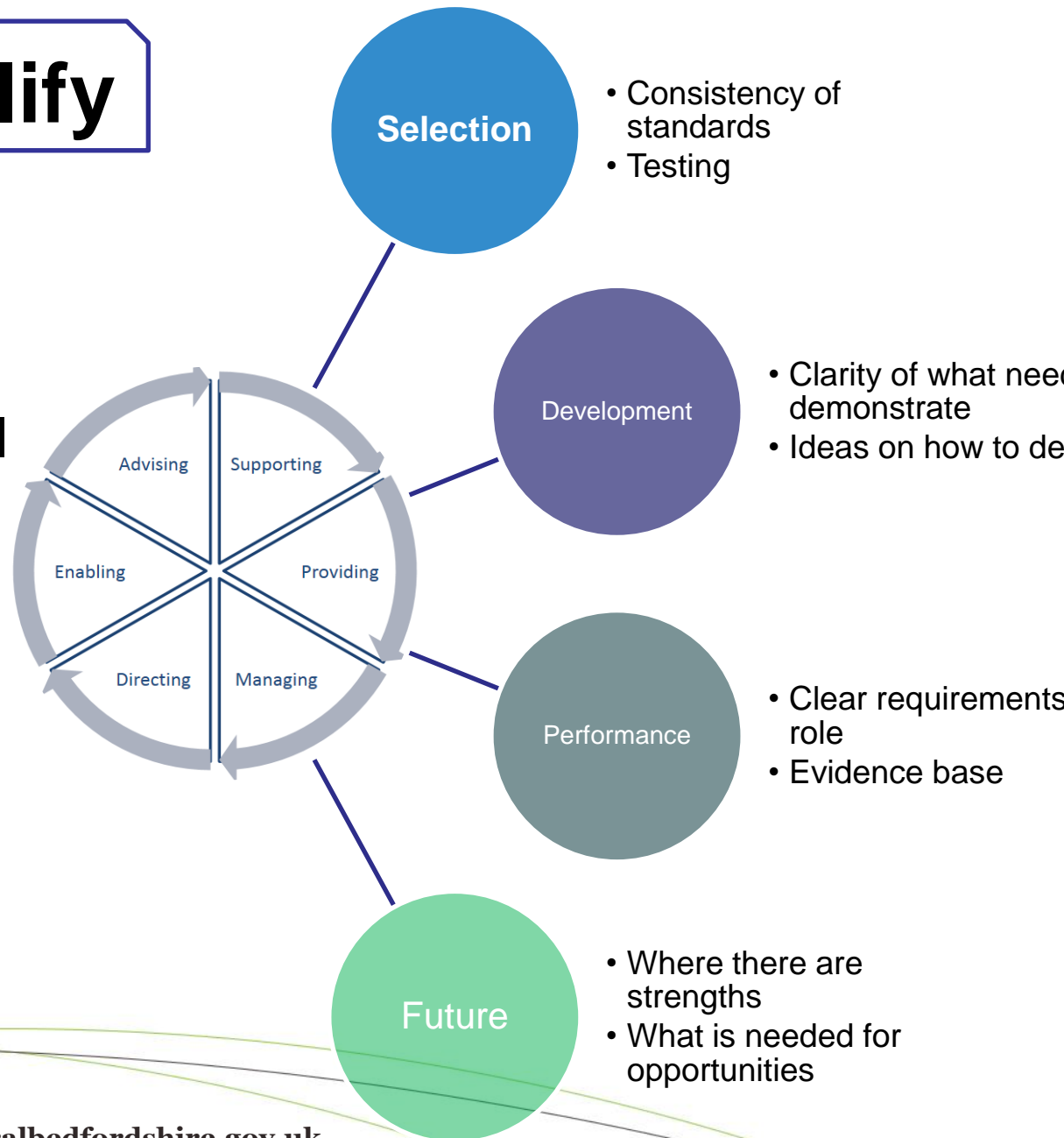
Developing a CBC wide workforce plan that:

- Contributes to efficiencies by supporting services in making planned changes to the council's workforce.
- Identifies future workforce requirements including numbers and skills.
- Starts to highlight commonalities of skills and opportunities for movement

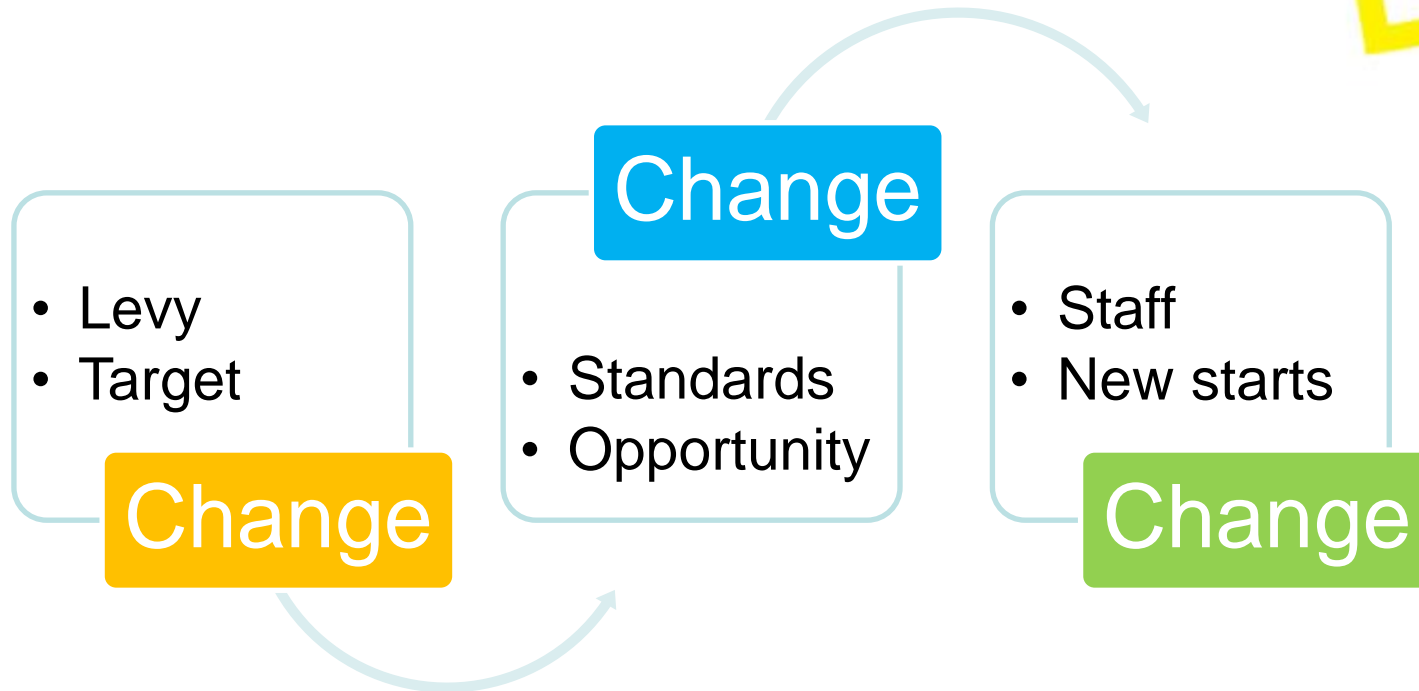
Project Simplify

Introducing job families, role profiles and an organisational competency framework.

Aim to >reduce 1400 job descriptions to 120 Role Profiles.



Apprenticeships

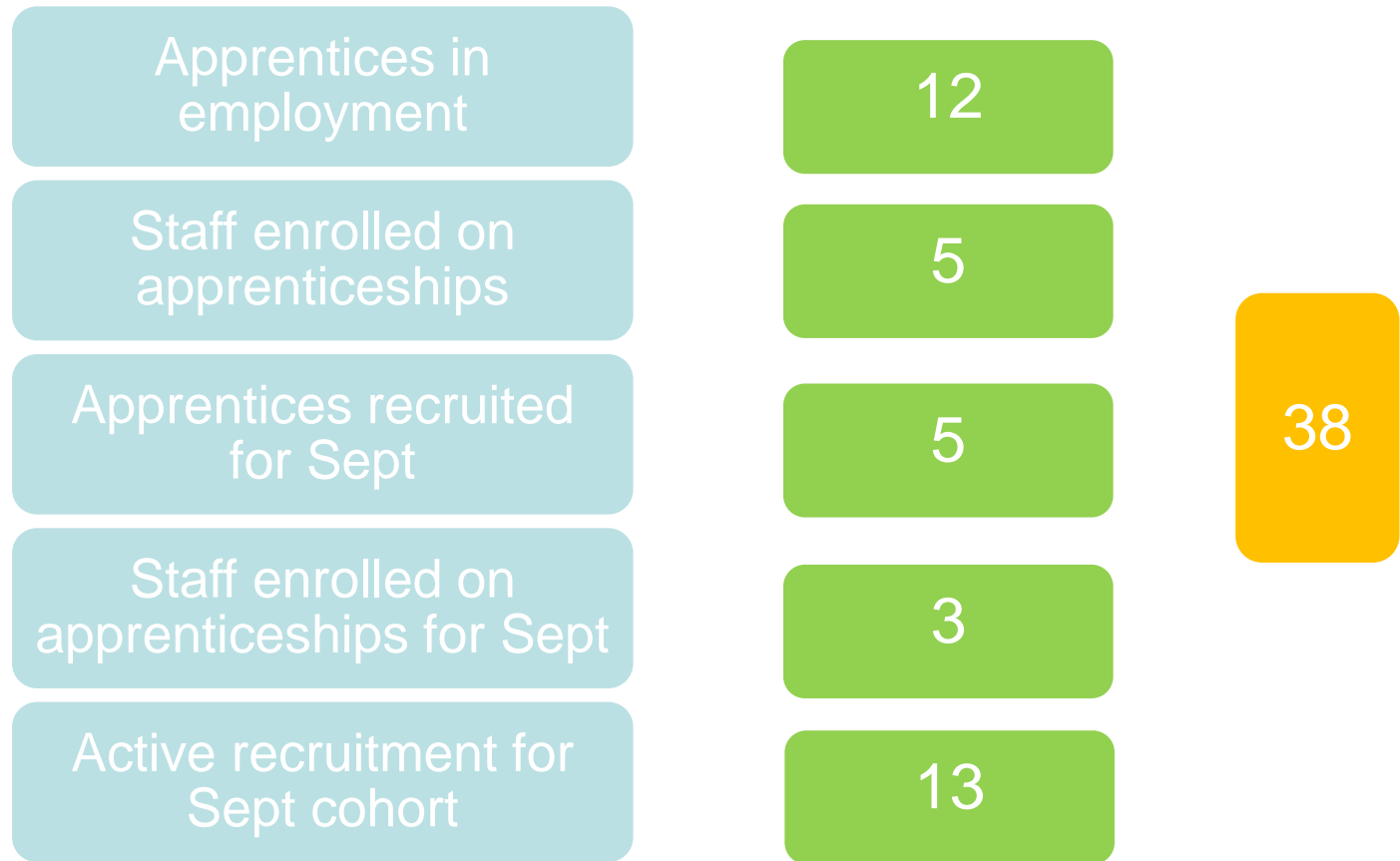


Background to apprenticeships

The government is committed to **significantly increasing the quantity and quality** of apprenticeships in England to reach **3 million starts by 2020**:

- A levy of **0.5% of total pay bill** is in place for all employers with pay bill in excess of £3million. The cost to CBC will be in the region of £342k per annum based on the first 4 months of 2017/18.
- Apprenticeship targets for public sector bodies – **2.3% of headcount** in apprenticeship starts per year (approximately 53 starts at current headcount).
- Employers, including CBC, are designing new **Apprenticeships Standards** through the Trailblazer programme, replacing the existing frameworks
- Apprenticeships are available between levels 2 – 7 and subject to rigorous end point assessment

Apprenticeships at CBC today



Considerations

- Linking in to workforce plans will help forecast demand and prioritise spend
- Apprenticeships are not a cheap alternative to standard recruitment and require additional support and investment
- Apprenticeships can upskill our existing workforce but should be used to meet an identified need
- The regulations for apprenticeships are evolving and CBC will need to keep abreast of changes in order to lead the way locally and maximise the potential of apprenticeships