

Joint Ventures

Recruitment – Managed Services

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The Talent Market Challenge

Why look at new models?

What is a Joint Venture?

A business arrangement in which two or more parties agree to pool their resources or expertise for the purpose of accomplishing a specific task. This task can be a new project or any other business activity.

What is a Recruitment Joint Venture?



- A partnership between CSG and a local council on a 50/50 basis.
- Establishes a jointly owned company to provide contingent agency and interim recruitment services to the council.
- The delivery team are based at the council, with access to local candidates and the hiring community. It is a proactive model building and engaging with future talent.
- They source candidates directly and via a third-party supply chain.

2008 



Hampshire
County Council

Luton



Together with our partners we:

- Return **£3m+** back into the public purse each year
- Created over 100 new local jobs
- Engaged over 8,000 residents in work
- Helped 66 local SMEs to grow

 2024

Why we form Recruitment Joint Ventures

Alignment to a LATCOs' strategic purpose and CSG's 4 Pillars

- ✓ **Surplus generation** keeps the public pound in the public purse.
- ✓ Extends and supports the sector with commercial appetite and **income revenue** generating opportunities BUT with shared investment and shared risk.



**Commercial
Growth**



**Social &
Sustainable Value**

- ✓ Helps councils' financial position during a time of fiscal pressure for many.
- ✓ Supports councils to provide **socially valuable and sustainable front-line services**, such as Social Care and Refuse.
- ✓ **Community and Local Economy** benefits for partner regions.
- ✓ **Market regulation** through offering transparent and fair pricing and recruitment practices.

Organisational Benefits

- ✓ Improved Value for Money & Savings
- ✓ Greater Control
- ✓ Additional Flexibility
- ✓ Risk & Investment Management
- ✓ Growth Opportunities
- ✓ Greater transparency

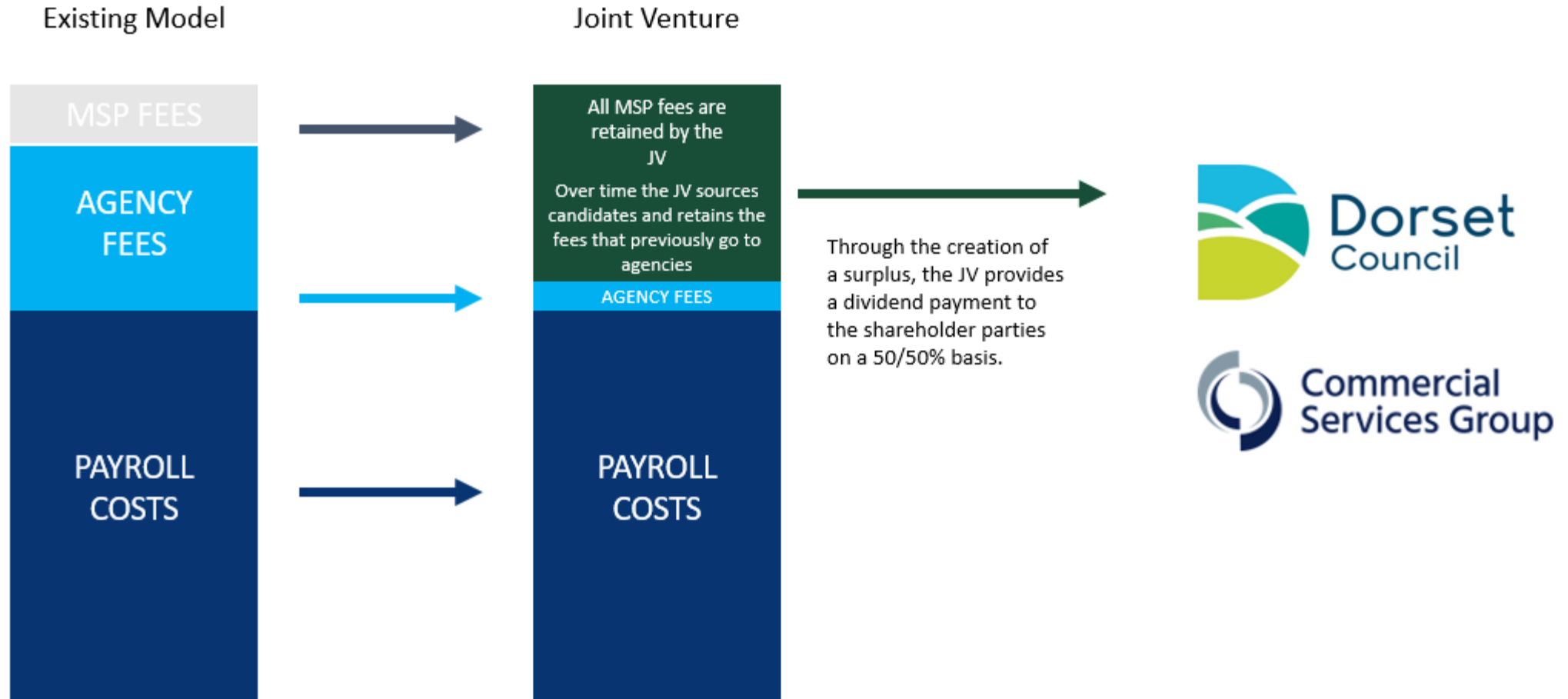
Operational Benefits

- ✓ Candidate Attraction
- ✓ Candidate Quality
- ✓ Workforce Retention
- ✓ Workforce Development
- ✓ Conversion into Permanent Roles
- ✓ Hiring Manager Experience

Community Benefits

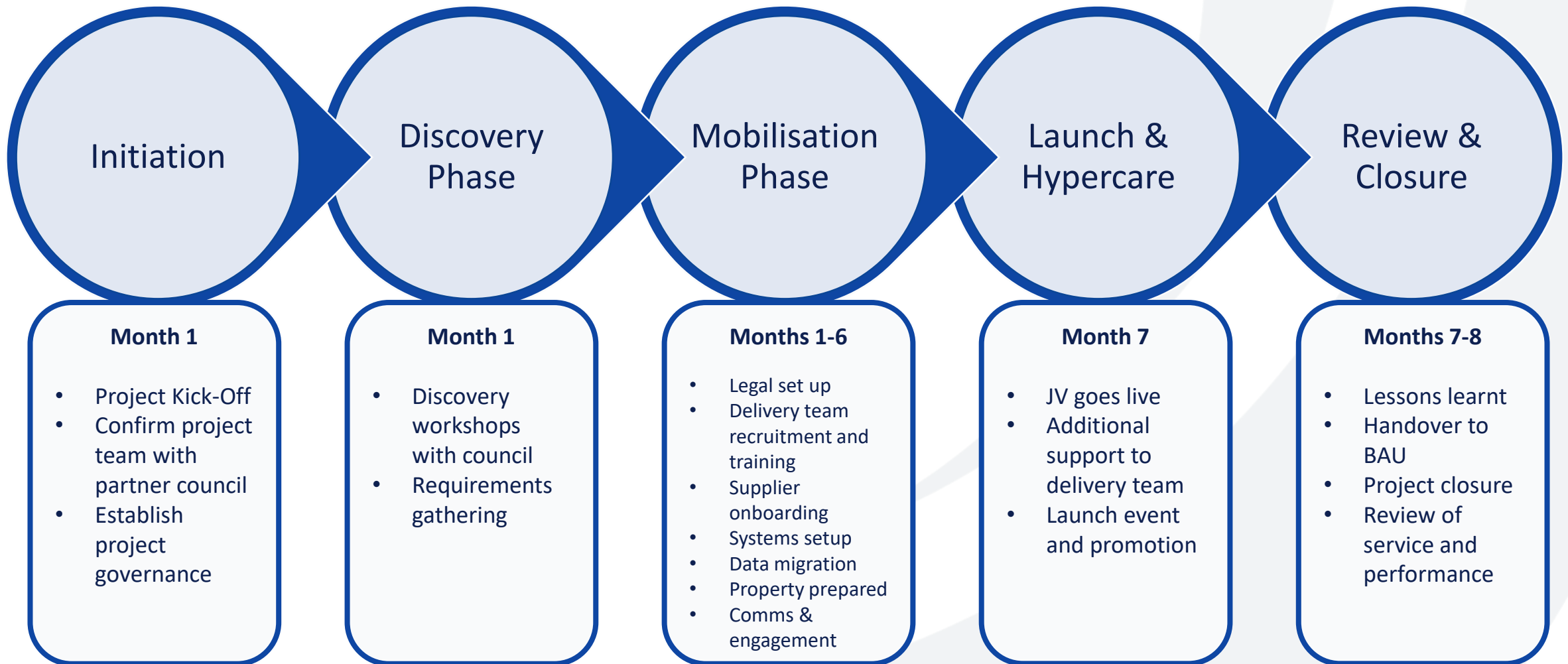
- ✓ Creation of Local Jobs
- ✓ Local Economy
- ✓ Local SMEs
- ✓ Community Engagement & Prioritisation
- ✓ 3rd Sector Engagement
- ✓ Terms & Conditions

How does the model produce a surplus





- ✓ Financial modelling 'vs' performance
- ✓ Project Governance & Risk Register
- ✓ BAU Governance & Risk Register
- ✓ Audit (Internal & External)



What you can expect from CSG as a Partner



- Companies House registration
- ICO registration
- Legal Agreements
- Establishing operational governance



- Bank account set up
- VAT registration
- Insurance
- Operational budget
- Appointment of auditors



- Finance files and process to “bill” the council for services
- Delivery mechanism for files
- Interfaces with CSG finance systems



- DPS release
- Scoring submissions
- Contract signing and supplier set up
- Transfer of workers



- Recruitment, onboarding and training of JV delivery team
- HR Policies
- Payroll and pension scheme
- Compliance for temporary workers



- JV logo and branding
- JV website and Job Board
- Marketing materials
- Promotion activity inc social media



- Agreeing the location of the JV team
- Property Lease Agreement
- IT set up (devices, user accounts, telephony and applications)



- Data review and cleansing
- Data migration from incumbent system to RCRM
- Portal set up
- Portal training



- Comms & Engagement planning and implementation for council stakeholders

Thank you



Public/Third Sector Recruitment
Agency of the Year
Winner 2023

