

The Place Academy

Central
Bedfordshire

**Building the next
generation of excellence**

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Making it happen



Directorate
restructure



Support from CMT &
Members



Dedicated in-house
resource



Diverse workforce -
workforce planning



Commitment to
continue the approach
in future years



Expansion into other
hard to fill vacancies

An innovative approach



Corporate Priorities





Council Vision 2050



How it works

Dedicated resource – Academy Manager

Degree Apprenticeship – Apprenticeship Levy

Longevity – proven track record

Comprehensive in-house training

Mentoring and coaching

Turning challenges into opportunities

Challenges	Opportunities
<p>Covid</p> <ul style="list-style-type: none">• lack of face-to-face contact• Difficult in providing engaging training online	<p>Covid</p> <ul style="list-style-type: none">• Regular online review meetings• Value of 1:1s• Hybrid working - office based 1 day per week
<p>Retention</p> <ul style="list-style-type: none">• Competitive market - trainees leaving for promotions	<p>Retention</p> <ul style="list-style-type: none">• Career graded roles - allow progression from Trainee to Planning Officer
<ul style="list-style-type: none">• Experience in team• Reliance on Manager and Mentors	<p>Additional resource added to increase knowledge base.</p> <ul style="list-style-type: none">• 2 part-time Principals• 4 Planning Officers
<p>Predominantly householder applications</p>	<p>Exposure to complex projects through shadowing and supporting senior officers</p>

Outcomes & Impacts

- Reduced recruitment costs
- Staff retention and progression
- Low vacancy rate and no reliance on agency staff
- Lower caseloads and optimisation of skills
- Increased performance
- Increased staff morale



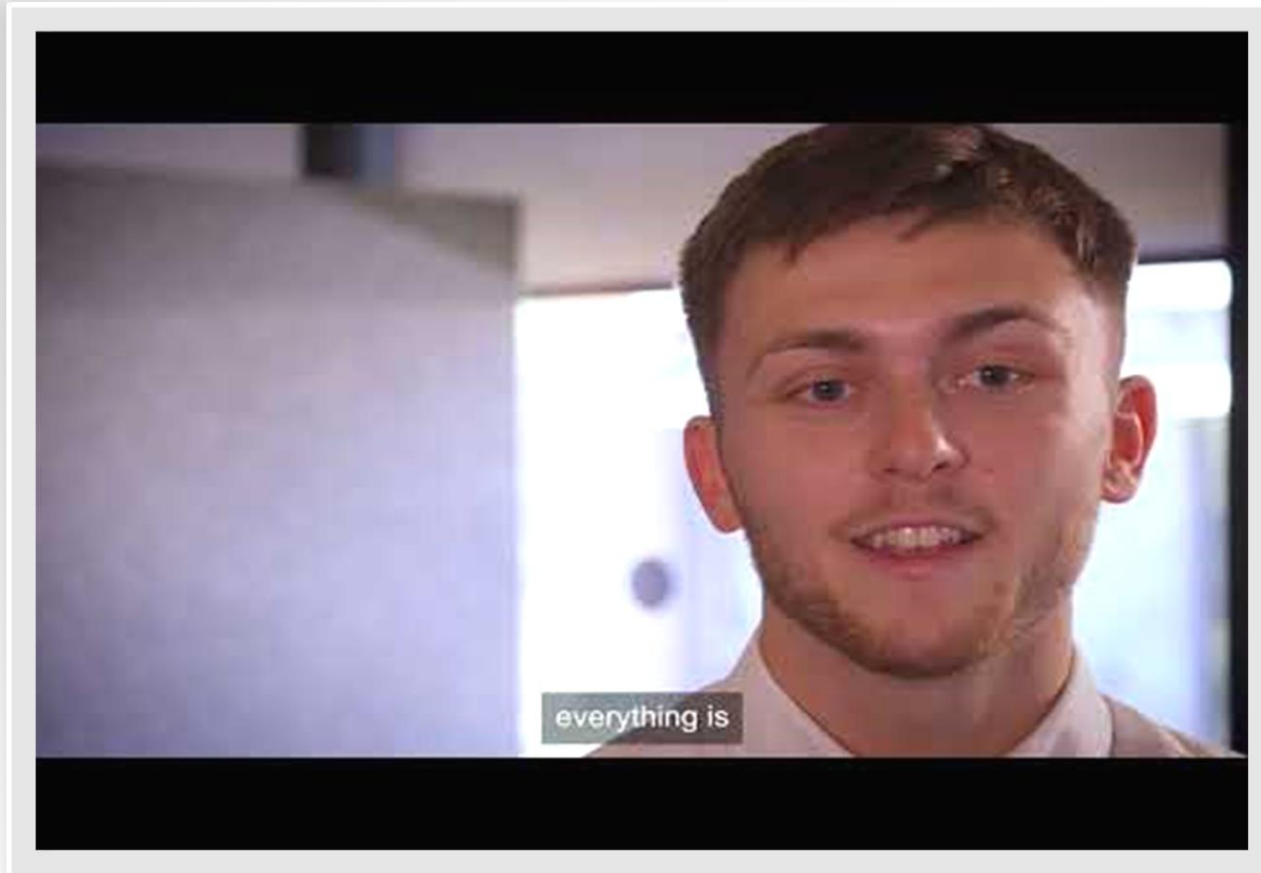
Outcomes & Impacts

- Increased diversity within the workforce
- Encouraged returners back into the workforce



Outcomes & Impacts

- Developed new pathways to broaden ways into planning not traditionally available





Key Principles

- ▶ Dedicated resource
- ▶ Corporate & member buy-in
- ▶ Commitment to invest long term
- ▶ Look at demographic and explore variety of pathways available
- ▶ Formal training alongside on the job experience
- ▶ Staff buy-in
- ▶ Recognised career pathway/ map

The Future

Explore other pathways in line with corporate priorities

- Opportunities as corporate parent to support Looked After Children
- Work experience
- T-Levels

Knowledge sharing

- Offer support/ knowledge to other Services/ Local Authorities
- For details on the support/ training we offer visit: www.centralbedfordshire.gov.uk/Place-Academy

Workforce planning - further expansion of roles

- Highways
- Resilience in hard to fill roles

Next cohort of Planning Trainees September 2023

- Academy webpage www.centralbedfordshire.gov.uk/Place-Academy