Reporting on Compact Action Plans

For the first time at the recent GROW Report Card Event, collective progress against the Compact Action Plans of GROW signatory’s was able to be reported. The initiative’s 110 Compact Signatories have developed 72 compact action plans. These bespoke plans have been co-designed with signatories to deliver, monitor and report on their collective action. Of the 1211 planned actions, over 55% are in progress or completed.

Employment actions

Across Compact Signatories, there were 283 actions focused on inclusive employment and workplace change. Of these, 57% were in progress or completed as at April 2019. The key areas that signatories have focused on include: Recruitment & workplace planning (116 actions); HR Systems & Workplace Culture (59 actions; and Partnerships (56 actions).

Recruitment & Workforce Planning

Actions related to recruitment and workforce planning include:

- Support for programs that create opportunities for job seekers from target communities, such as short term paid internships with clear employment pathways.
- Embedded policy and practice to offer guaranteed interviews for appropriate applicants from target communities where they meet the key requirements.
- Review of job carving opportunities in consultation with staff, to identify opportunities for people with barriers to employment.
HR Systems & Workplace Culture

Actions related to HR systems and workplace culture include:

- Development of internal mentoring program to assist in the identification of opportunity, and provision of support, for progression of staff from target areas.
- Review and update employment conditions to ensure they support sustainable employment for people with barriers, including offering flexible hours, 48/52 leave entitlements and mentoring / buddy programs.
- Develop and endorse policy to increase the number of employment opportunities (including trainees or apprenticeships) for job seekers from target communities, by updating recruitment inclusion policy to include target cohorts.

Partnerships

The majority of actions planned and completed relate to the creation of new partnerships with local employment services that are supporting job seekers from GROW target suburbs, namely Northern Futures, Whittington Works Alliance, Colac Jobs Victoria, Diversitat, Diversity Field Officer Program, GForce, etc.

In addition to this, other activities include working in partnership with other Compact Signatories to create a pipeline of employment opportunities, establish a construction trades taster program, or explore opportunities to support students from Business Studies via mentoring and work experience.

Buyer actions

Across Compact Signatories, there were 384 actions focused on local social procurement. Of these, 50% were in progress or completed as at April 2019. The key areas that signatories have focused on include: Policy, Process & Practice (185 actions); Collaboration & Communication (81 actions); and Leadership (52 actions).

Policy, Process & Practice

Actions related to social procurement policy, process and practice focused heavily around the inclusion of social procurement within organizational procurement policies, the reviewing of current supplier spend and supplier lists to identify opportunities for increased local and local social spend.

In addition to this, key actions have also included registering upcoming contracts, tenders and opportunities via Localised and committing to including GROW social procurement clauses within tender / quotation documents.
Collaboration & Communication

Key actions within this focus area have included reviewing annual procurement calendars for key opportunities and clearly articulating GROW social procurement clauses when releasing these to the market.

Some unique actions included:

- Hosting and facilitating a social enterprise & social procurement workshop within the Geelong Small Business Festival;
- Conducting education sessions for existing and potential suppliers on local social procurement.

Leadership

The primary actions undertaken within leadership in social procurement, within individual signatory organisations, include:

- Commitment and provision of procurement data to measure and report on annual expenditure;
- The appointment of key staff within an organisation with formalised responsibility for driving commitments and actions within the GROW compact action plan; and
- Providing organizational wide updates and training on policy amendments and GROW commitments.

Enabler & Leader actions

A key role of Compact Signatory organisations is to be a champion of the GROW initiative within their workplace, or across their networks. Showing this leadership enables the GROW impact to be greater when shared more widely throughout the region, influencing others to join and supporting delivery of collective GROW actions.

Much action have been undertaken in this focus area, with a total of 511 actions currently being reported across all action plans. Of these, 66% were in progress or completed as at April 2019, highlighting this critical first step of committing and engaging within the regional GROW collective.

Key actions undertaken as Enablers & Leaders, include:

- Attend GROW network meetings or events to enable continuous learning and collaboration;
- Establish a regular internal reporting framework to organisation’s Executive / Leadership group on progress against GROW actions;
- Provide regular updates to staff within each organisation of their GROW commitments and achievements;
- Share experiences through development and publication of case studies;
- Actively communicate preference to be collaborating with GROW partners;
- Advocating and lobbying for strategic support for GROW through existing relationships, partners, and networks.

Your Compact Action Plan enables your business to integrate the GROW principles into your policy and procedures. Compact Action Plans respond to your individual needs, to help you to find new approaches (either within your business or collaboratively with others) to:

- Buy or sell to support local businesses and suppliers and to improve social outcomes;
- Increase employment and training opportunities for targeted job seekers; and
- Work together with GROW to identify new opportunities for everyone in our region.

What actions can you take to drive inclusive economic growth in the G21 region, and ensure access to sustainable jobs in GROW target areas?

For any assistance in creating and updating your Compact Action Plan, please contact Liz Everist, GROW Engagement Officer, on 5229 4364 or liz@givewhereyoulive.com.au