



Gforce Employment Solutions Compact Action Plan

GROW is a long-term strategy to generate local sustainable jobs, and support job seekers from areas with high rates of unemployment to have equitable access to these opportunities. GROW is a Collective Impact initiative, bringing together philanthropic, business, government and community organisations and making inclusive jobs growth a priority for everyone in the G21 region.

As signatory of the GROW Compact, GForce Recruitment is committed to adding value to the G21 Region, including the social benefit generated by investing in local businesses and local people. The ongoing sustainability of our business entails an individualised response to the GROW principles, as demonstrated in our Compact Action Plan.

We agree to:

- participate (where possible) in the data collection of Local and Social Procurement to track changes over time;
- provide this Compact Action Plan for publication on the GROW website, and to report on our outcomes after 12 months.

Ref	Action	Status	Due Date	Resp. Officer	Sub-Actions & Comments
Policy and Process Development Planning, Procurement and Purchasing					
9	Measure and report on annual expenditure with local and non-local suppliers.	Completed	18-Jan-18	Brendan Davie	2017 Data Sheet Supplied
Social Enterprises					
18	Measure and report on annual expenditure through social enterprises from G21 Region.	Completed	18-Jan-18	Brendan Davie	Data Sheet Supplied
Supplier Development Employment and Training					
32	Measure and report on the annual numbers of employees, trainees, and/or apprenticeship positions filled for targeted job seekers.	Completed	18-Jan-18	Lucy O'Reilly & Brendan Davie	2017 Data Sheet Supplied
33 & 34	Develop and endorse policy commitment to	Completed	30-Jun-18	Lucy O'Reilly	Policy/Process on vacancies to be



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	increase the numbers of employees, trainees, and/or apprenticeship opportunities for targeted job seekers.	Target number = 65		Lucy O'Reilly	emailed to key stakeholders in targeted areas weekly
37	Establish a relationship with training providers who can support job seekers from target communities to gain appropriate training to enter employment within your organisation.	2017/18 Action Plan	30-Jun-18	Lucy O'Reilly	Currently work with all employment services locally who support target communities
39	Develop supplier contracts, and reporting requirements, that specify employment and training opportunities for targeted job seekers.	2017/18 Action Plan	30-Jun-18	Lucy O'Reilly	Agreements in place with host employers
40.1	Support for programs that create opportunities for job seekers from target communities: Employment Programs	2017/18 Action Plan	30-Jun-18	Lucy O'Reilly	Commitment: Yes Target Number: 50 Target Cohort: Multiple Target Role Types: Transition to Work Over 50% of the regions outcomes would come from targeted areas
40.2	Support for programs that create opportunities for job seekers from target communities: Traineeships	2017/18 Action Plan	30-Jun-18	Lucy O'Reilly	Commitment: Yes Target Number: 50 Target Cohort: Multiple Target Role Types: Multiple Over 40% of our sign ups we want to support targeted areas
40.3	Support for programs that create opportunities for job seekers from target communities: Internships	2017/18 Action Plan	30-Jun-18	Lucy O'Reilly	Commitment: Yes Target Number: 28 Target Cohort: Youth Target Role Types: PaTH
40.4	Support for programs that create opportunities for job seekers from target communities: Apprenticeships	2017/18 Action Plan	30-Jun-18	Lucy O'Reilly	Commitment: Yes Target Number: 20 Target Cohort: Multiple

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40.5	Support for programs that create opportunities for job seekers from target communities: Workplace Training	2017/18 Action Plan	30-Jun-18	Lucy O'Reilly	Target Role Types: Full Time Apprenticeships Over 20% of our sign ups we want to support targeted areas Commitment: Yes Target Number: ongoing referrals to external training providers Target Cohort: Multiple Target Role Types: Multiple
40.7	Support for programs that create opportunities for job seekers from target communities: Mentoring	2017/18 Action Plan	30-Jun-18	Lucy O'Reilly	All our internal programs offer mentoring / support
42	Undertake workforce planning discussion in conjunction with employment agencies and training organisations that support job seekers from target communities.	2017/18 Action Plan	30-Jun-18	Lucy O'Reilly	Ongoing as part of Gforce core business
43	Undertake workforce planning discussion that includes the consideration of job carving which can support employment and training opportunities for job seekers from target communities.	2017/18 Action Plan	30-Jun-18	Lucy O'Reilly	Job carving has been discussed for 18/19 in line with the new DES contract. Workforce development plan committed for 2018/19
44	Include in all job advertisements a clause encouraging applicants from target communities to apply.	2017/18 Action Plan	30-Jun-18	Lucy O'Reilly	Job applications refer to equal opportunity
45	Offer a guaranteed interview for applicants from target communities should they meet the requirements.	2017/18 Action Plan	30-Jun-18	Lucy O'Reilly	As part of Barwon Health, TAC and CoGG traineeship programs
46	Proactively promote and communicate employment opportunities for our target communities.	2017/18 Action Plan	30-Jun-18	Lucy O'Reilly	Advertise vacancies every week to employment services



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Leadership					
48	Attend network meetings or events to enable continuous learning and improvement.	2017/18 Action Plan	30-Jun-18	Lucy O'Reilly	BSW Jobs Network and Compact Action Network
51	GROW compact endorsed and signed by the CEO, Managing Director and/or Board.	Completed			
52	Prominently display the signed compact.	Completed			
53	Appoint a staff member with overall responsibility for implementation of the GROW compact action plan.	Completed		Lucy O'Reilly	
54	Appoint a staff member with overall responsibility for the annual provision of procurement data for GROW.	2017/18 Action Plan	30-Jun-18	Brendan Davie	
55	Encourage staff engagement within local volunteer programs supporting disadvantaged communities.	2017/18 Action Plan	30-Jun-18	Lucy O'Reilly	Staff Agreement
56	Encourage existing partners and suppliers from G21 to sign the GROW compact.	2017/18 Action Plan	30-Jun-18	Lucy O'Reilly / Rob Birch	Promote GROW to Key Partners
57	Publicly report against annual action plan commitments.	2017/18 Action Plan	30-Jun-18	Lucy O'Reilly	
58	Establish a regular reporting framework to the executive leadership group.	2017/18 Action Plan	30-Jun-18	Lucy O'Reilly	Job Score Card
59	Inform staff regularly of your commitments and achievements.	2017/18 Action Plan	30-Jun-18	Lucy O'Reilly	Job Score Card
Communication and Education					
61	Actively demonstrate and communicate preference to be collaborating with GROW partners.	2017/18 Action Plan	30-Jun-18	Lucy O'Reilly	Attend and support BSW Job Network
65	Provision of staff training in relation to supporting employment and training outcomes for job seekers from target communities.	2017/18 Action Plan	30-Jun-18	Lucy O'Reilly	Development Plans for Staff

GROW



Original Online Action Plan Submitted by: Lucy O'Reilly & Brendan Davie

Approved by: Rob Birch, CEO

A handwritten signature in black ink, appearing to read 'Rob Birch'.

Date: