

Why the Alternative Employment Programme?

In a time where all our budgets are being reduced, the AEP can help you save time and money by reducing your recruitment costs.

Since April 2011, 143 employees have been successfully redeployed into other positions within the County Council through the AEP.

In the last year, Cumbria County Council have employed 123 apprentices. 100% of those placed on the AEP after completing their training were successfully found positions within the Council. This is one of the reasons why we were named North West Apprentice Employer of the Year 2012 (Macro employer) by the National Apprentice Service

The AEP can help you find well skilled, talented, knowledgeable, experienced and committed employees with a full understanding of CCC & local government without the cost and the time of going to advert.

A recruiting manager successfully using the AEP could have an employee in post within 3 weeks; whilst the turn-around for external recruitment can be up to 8 weeks and will have costing implications.

Training costs will be significantly reduced and even where trial periods are used there are significant benefits when taking on an employee from the AEP.

There is a manager's guidance pack available on the intranet and the HRSC team are also available to support you with any queries you may have around the Alternative Employment Programme during the recruitment process.



Alternative Employment Programme

Better
HR

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**Recruiting
Manager
Testimonial**

“Broadly speaking I welcome a mechanism which allows the County Council to redeploy employees who are deemed to be at risk of losing their employment. In the case of Apprentices, where knowledge and skills are learned and developed over a defined timeframe, it would be a travesty both for the employee and the employer if those skills were developed simply to be lost once the Apprenticeship programme was completed. The AEP provides an opportunity to capture the skills and enthusiasm of employees with experience of working within the local authority framework.

I found that the Alternative Employment Programme offered an opportunity to redeploy an employee into a newly created role with minimal fuss and hope that more Apprentices and others at risk of losing their employment can benefit from the programme”.

**Candidate
Testimonial**

“I can’t speak highly enough of this scheme. Having been in the unfortunate position of having to be placed on the programme in the hope of finding an alternative role within CCC I was very pleasantly surprised at how positive the whole experience was. HR staff were always extremely helpful and willing to assist me through the whole process from the point of first being placed on the programme to keeping me updated with vacancies which they felt were most appropriate and most closely matched my work skills & experience as soon as they became available. I have no doubt that this resulted in me being successful in securing an alternative role in a different directorate within a very short space of time. This was of great benefit when considering that in these times of severe austerity measures the personal pressures associated with the very real possibility of losing your job when having family commitments etc were significant. The support and assistance I received helped to manage these and I always felt that the outcome would be positive, which thankfully it was. I would recommend this scheme to other members of staff unfortunate enough to find themselves in the same position as I found myself in”.