

# Growing Talent Information Brochure

A unique proposition for securing new talent & for those seeking a career start  
Zero cost, zero hassle.  
January 2019



## Introduction – what is Growing Talent & How did it all begin?



A 'mutual test drive  
for employers & the  
unemployed'

Business funded and led, Growing Talent is a forum to bring the unemployed and employers together. It is **not** a recruitment agency **nor** an employer. It is a 'mutual test drive' for both sides to ensure a confident match. **Employers** select based on their belief of someone's ability to grow into their role and their enthusiasm **not** cvs, previous experience nor a traditional job interview. Growing Talent includes orientation and holistic elements which, along with the in-role training the employer delivers, gives a mutually confident result.

Partnering JobCentre Plus, selected participants retain their benefits, and have their travel paid for the duration they are on Growing Talent. Travel is paid upto receipt of first salary to ensure no financial impact.

The idea came following discussions in a variety of areas. Some parts of JobCentre Plus and various charities had clients who just needed a confidence boost to secure a role. The funders of Growing Talent (a global financial services firm) had suppliers who found it difficult to identify new talent using traditional methods. There had to be a better way with so much untapped talent amongst the ranks of the unemployed. The problem was how to tap into that effectively? The solution - Growing Talent - launched in February 2014.

Initially, Growing Talent comprised 12 weeks, 4 days per week with two weeks travel paid at the point of completion and a residential holistic week. Gradually negotiations changed the format and contact to the framework today (January 2019 onwards) – six weeks full-time, a programme of orientation and holistic events, automatic signing of benefits, travel paid for the duration and a full month travel at the point of employment.

# Components of Growing Talent

**Selection by employers based on their belief of someone's ability to grow into their role & their enthusiasm** – no traditional interview trying to 'sell' your skills and experience

**Orientation Week – follows selection and takes place prior to going on site...**

The week is designed to build self-esteem and deliver a solid understanding of workplace ethics. Topics covered include:

Personal support analysis, assertiveness investigation, conflict management, body language, making the difference, communication at work, personal image, team challenges, public speaking, devise and deliver a social enterprise idea.

**Training in the vacant role** – learning about the role, team, management, clients and company ethos

**Holistic Week – takes place mid-way through on the job training.....**

Focusing more on the 'soft' skills to maintain employment. Workshops include:

Personal finance, fitness without the gym, nutrition on a budget, art challenge, mental health first aid qualification, understanding waste/recycling

**Annual Graduation Ceremony carried out each December.**



## Employers Section

### **Cost of talent identification through Growing Talent - £0**

### **Cost of traditional methods - £5,433 per head – HR Review**

There are of course obligations in taking part:

1. There has to be a permanent job which you ring-fence for your selected Growing Talent Associate.
2. You attend the first stage selection known as 'speed dating'. You select a shortlist based on personality.
3. Final selection of your shortlist takes place on your sites with the decision makers for the role(s).
4. Those you select are trained in the vacant role, assigning a day-to-day mentor.
5. You ensure they work all shifts but no overtime. As your Growing Talent Associate is unpaid during Growing Talent – working overtime could be seen as exploitation.
6. You complete the appraisals set by Growing Talent. In addition you can use your own processes.
7. The Growing Talent Co-Ordinator is there to support all parties. You agree to inform them of any issue immediately – no matter how small to ensure an accurate audit trail.
8. All parts of Growing Talent are mandatory. Therefore, you must free-up your Growing Talent Associate to attend the Holistic Week carried out following the third week on site. We hope you will also free them up to attend the annual graduation where applicable.
9. For more information, contact Jane James – [jane@thejjc.net](mailto:jane@thejjc.net) or check out our website [www.growing-talent.co.uk](http://www.growing-talent.co.uk)



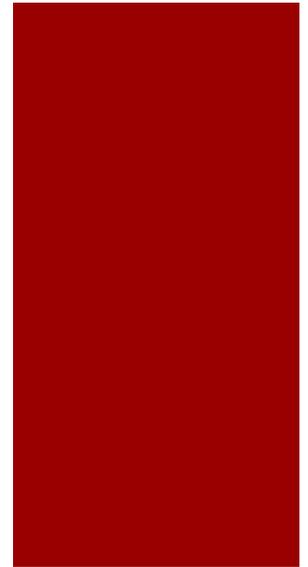
## Applicant section

Once selected by an employer, you will know the role, salary, shifts, location, duties, potential development etc of the role you will have on successful completion. You will visit the site and meet the team before deciding whether you want to accept. After this, you visit your Work Coach at JobCentre Plus to sign the advanced travel forms and suspend your obligation to 'sign on'. During Growing Talent you retain your benefits and have your travel paid.

You are committing to a full six weeks process which ensures at the point you commence employment, you will be confident of the role and team - no surprises.

If it doesn't work out you still have the support of JobCentre Plus and/or the charities that referred you. So nothing to lose!

For more information including when Growing Talent runs, and registration forms, contact Jane James at [jane@thejic.net](mailto:jane@thejic.net) or check out our website – [www.growing-talent.co.uk](http://www.growing-talent.co.uk).



## Key points

- Started in Feb 2014 – 134 secured permanent jobs out of 187 who started the Growing Talent journey.
- Diverse roles filled previously include Kitchen Porters, Assistant HR Manager, Assistant Accountant, Project Manager, Drivers, Data Specialists, Business Moves Specialists & Fitters, Corporate Welcome Hosts, Security Guard, Administrators, Mail & Distribution Specialists, Reprographics Operators, 5\* hotel including kitchen housekeeping and event staff. **Note** employers and roles available are different on every programme.
- Out of hours mentor for employer and participants known as Growing Talent Associates
- Unemployed – an opportunity to showcase your skills and potential without trying to 'sell yourself ' in a short interview.
- Employers – identify new talent a different way, cost and stress free. No cvs. No job descriptions HR Review's analysis showed average traditional methods cost in excess of £5,433 per head .

## Key Deadlines for 2019

Employer notification of participation

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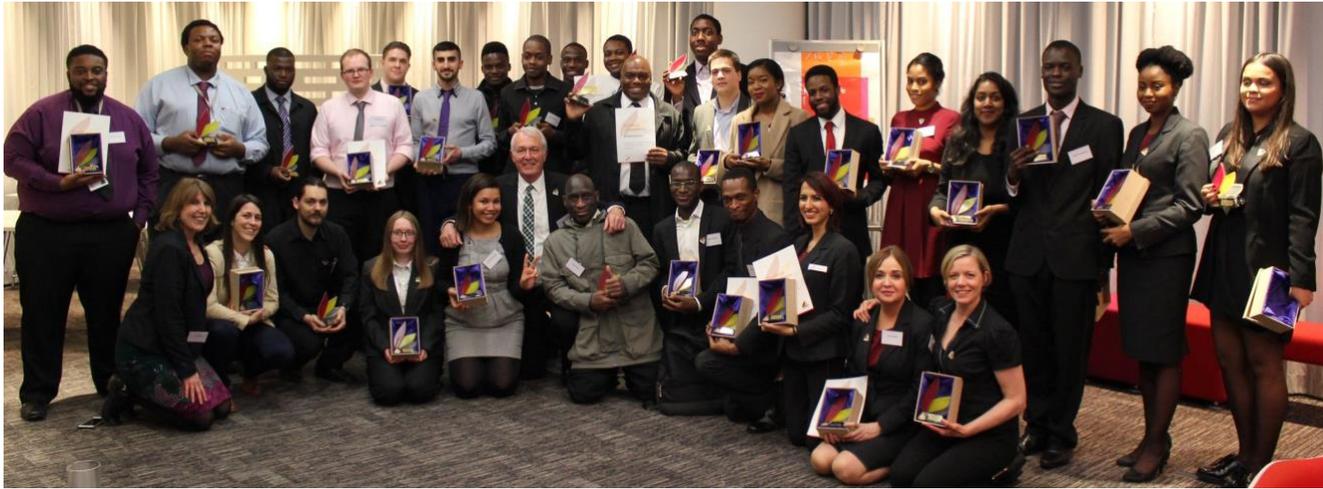
Registration submission by applicants

Growing Talent 20	11 January 2019
Growing Talent 21	15 March 2019
Growing Talent 22	31 May 2019
Growing Talent 23	2 August 2019
Growing Talent 24	20 September 2019

Full schedule for each programme will be issued on request.

For more information, contact Jane James – 07914934888 or [jane@thejjc.net](mailto:jane@thejjc.net).

[www.growing-talent.co.uk](http://www.growing-talent.co.uk) Twitter: @Growing\_Talent



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