

the trainee and manager. A real positive outcome we hope to achieve from this scheme is that disabled staff placed here eventually find permanent employment within the GLA. All the SCOPE candidates are qualified and have a range of experiences and we would encourage teams to contact us and discuss potential positions to fill via Leadership Recruitment.'

### PATH Traineeship programme

Two years ago, in a bid to increase diversity within their team, the Housing and Homelessness Unit (HHU, P&P) approached skills development agency PATH National to help them fill a Trainee Housing Policy Officer post.

PATH works to address the under-representation and inequalities of black, Asian & minority ethnic (BAME) groups in the higher levels of organisations, by providing training and support to both candidates and employers. Through its Traineeship Programme, PATH places graduates in organisations for two-year placements, which typically include on-the-job training and study leave for a part-time post-graduate degree.

The HHU recruited Jennifer Daothong in September 2005 through the PATH scheme. And before her traineeship even came to an end, Jennifer successfully applied for a Policy Officer post within the team. To add to the placement's success story,

her supervisor within HHU, Simon Cribbens, was given the Best Placement Supervisor award at the PATH National Awards 2007 held at the Emirates Stadium in July.

### Simon

'When we first looked into the scheme two years ago, we saw it as a great opportunity to tackle under representation in our team – something we had not always succeeded in doing using the usual recruitment routes-, as well as give someone the training and knowledge over time that would allow them to apply for a permanent Policy Officer position should one arise.

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We worked with PATH throughout the recruitment process and I then acted as Jennifer's supervisor throughout her training. That included the usual line management duties, plus setting out a work programme to ensure that, at the end of her two years, Jennifer would have all the knowledge and experience required to carry



out

Simon and Jennifer

a Policy Officer role in a complex political environment. My role was also to provide ongoing support to Jennifer to ensure her placement went as well as possible.

Jennifer's permanent appointment shows just how well this scheme has worked for both herself and HHU. The PATH traineeship does not automatically lead to a permanent job offer and Jennifer's time at the GLA was originally supposed to end this August. But she took to the role so well that, when a position arose, she was appointed to it, on merit and through the usual rigorous GLA recruitment procedures.

This is a brilliant result for us as we have

invested two years in training Jennifer, and in return we now have a new and extremely able team member. It was interesting to train someone who had an interest - but no experience - in housing, and to gradually involve Jennifer in more areas of our work, including the Mayor's Housing Strategy.

We took on a second PATH trainee last September, Sandeep Sankoli, who works both with us and with GLA Economics (CS). And we are in the process of recruiting a third, to start this September.

The scheme has worked very well for us and there is no reason why it wouldn't benefit other GLA teams just as much.

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Even if it does not end in permanent recruitment, the likelihood is that you will end up with an excellent trainee who you can invest in over two years, who will leave the GLA with experience that will give them excellent job opportunities.'

### Jennifer

'I applied for the PATH/GLA role via an advert in The Guardian. I had previously done an internship within an international development charity, and some development work in Nepal. When I returned to the UK I decided I wanted some experience in regional development, and when this

opportunity arose I thought it was ideal.

I have enjoyed the staggered approach to my training, which has allowed me to become involved in a number of interesting policy areas without necessarily taking on too great an amount of responsibility initially.

I have found the GLA to be a fantastic place to work. I have particularly enjoyed working on issues relating to the environment and climate change, as this has been a topic of interest to me for a while. More generally, it is really satisfying and exciting working in a team with a central view of all major housing issues in London.

Looking ahead, what I am most looking forward to – along with the rest of the team- is publishing the Mayor's draft housing strategy.

Getting a permanent role with HHU has been an ideal outcome, but even if I'd had to leave after two years, I would have walked away with a lot of really good experience.'

*Please contact Claire Parker or Siobhan Fennell in Recruitment to discuss how these schemes could help you fill a role within your team.*

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