



Supporting Your People Solutions

Better value, delivered.

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Overview

YPO offer access to a total people solution. Our range of solutions can support public sector organisations through all stages of the employee life cycle, whether that be for new talent, retaining existing talent or upskilling and training.

[View Online](#)

“ ”

I engaged with the team at YPO for what was a complex tender for a new Neutral MSP provider. The input from the team was immediately supportive and knowledgeable helping us to navigate what can be a multi-layered and challenging area of our Health Care supply chain. The team offered expert category advise on our requirements and specifications and helped shape a tender timeline, which ultimately led to a smooth process, multiple bid returns and a strong winning bidder. Their input is both commercially astute and technically reliable.

Simon Bullimore
Head of Procurement, Norse Group



Employee Life Cycle

We understand the importance of supporting your HR strategy and vision, so our solutions are flexible to meet your needs. Using our solutions you can work with a supplier to optimise productivity, employee experience and performance.

“ ”

I would have no hesitation in recommending their services, and at the time of writing we are again working alongside YPO on our new Group wide MSP exercise.



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Attraction

The PIRMS framework can be used to develop the organisation's EVP to attract candidates. The Managing Consultancy framework can be used if support is needed with creating an effective organisational structure.

Recruitment

The Managing Recruitment and Resourcing Framework can be used to support with recruiting and managing temporary and permanent staff.

Onboarding

Payroll software can be procured to help manage payroll for the organisation and support with onboarding new starters.

Development

Training for staff can be procured through the Training DPS. The Managing Recruitment & Resourcing Frameworks offers solutions for finding talent and upskilling staff. The apprenticeships framework can be used to procure apprenticeship standards to support the next generation.

Retention

Staff benefit schemes can be procured to provide benefits to staff and Occupational Health can be procured to support wellbeing in the workplace.

Off Boarding

Apprentices are guided through to the end point assessment through the Apprenticeship framework. Services can be procured to gather feedback from leavers and support alumni networks through Managing Consultancy.

Attraction, Recruitment & Onboarding

Attraction

The employee life cycle starts before the individual has even applied for your vacancy. In many cases, their awareness may begin with a job listing, although they may have prior knowledge of the company before considering taking a role with you.

Recruitment

The recruitment stage covers more than just interviewing candidates. From writing the job advert to supporting new hires post interview and preparing them for their first day of work, there are many distinct stages to the recruitment process that can cover a period of months.

Onboarding

Making new starters feel welcome from day one is extremely important. This is your opportunity to show that you have their best interests at heart and that your company culture is supportive and proactive.

Having a clear onboarding journey in place will put your new employee at ease and reassure them that they have made the right choice in joining your organisation.

Many of our People Solutions can support your onboarding process, whether that be through the procurement of software solutions or the engagement of training providers.



To support in these areas of the we have several frameworks:

Framework – Ref: 1166

International Recruitment of Social Work Roles and Associated Services

This framework offers a compliant route to market for all Local Authorities for the international recruitment of social workers and associated services for both adult and children's social work roles on a permanent basis.

Framework – Ref: 1140

Managing Recruitment and Resourcing

The third generation of YPO's recruitment framework has been designed to meet the everchanging needs of the public sector and covers everything from a fully managed service to total talent management, recruit train deploy to emerging talent.

Framework – Ref: 1095

Software Solutions

This framework is for the provision of HR, Payroll and workforce software to support the processing and management of people at all stages of the employment lifecycle.

Lot 1 and 2 - Payroll

Framework – Ref: 1141

Managing Consultancy and Professional Services

A framework providing access to a single provider to deliver the needs of all public sector organisations when procuring all consultancy and professional services requirements.

Framework – Ref: 1165

London in Permanent Children's Social Worker Recruitment (FLiP)

This framework is for the London region specifically to support the recruitment of permanent children's social workers, and corresponding management and leadership roles.

Framework – Ref: 1287

Permanent, Interim and Recruitment Marketing Solutions

A quick compliant route to market for interim and permanent recruitment, along with HR marketing, advertising and public notices, in collaboration with London Borough of Waltham Forest.

Lot 1 - Interim Recruitment

Lot 2 - Permanent Recruitment

Lot 3 - HR Marketing, Advertising and Public Notices

Framework – Ref: 319-26

Staff Benefits

This offering provides a quick, simple, and competitive route for public sector organisations to access a wide range of staff benefits schemes, from individual schemes to fully managed services covering multiple options.

Framework – Ref: 1086

Apprenticeships and Associated Training

Our flexible national framework covers a wide range of apprenticeships to meet your needs.

Framework – Ref: 664

Consultancy Services

This framework offers a range of consultancy services specific to local government and the wider public sector, it is intended to make procuring consultancy services, quick, simple and cost effective. This framework is in collaboration with ESPO.

Framework – Ref: 402-24

Language Services

This framework is in collaboration with ESPO and offers varying service options supporting both the translation and interpretation of different languages.

Development, Retention & Off Boarding

Development & Retention

Your people are your biggest asset. Investing in employee training and development not only gives your business access to additional skills in the long term, but also helps to optimise your employee experience.

Skills that are specific to their job role, as well as soft skills like communication, leadership and giving constructive feedback, will help your teams become more successful, and well-rounded. Providing your employees something to work towards and aspire to also supports engagement and retention.

It's easy to get complacent when an employee has been with you for a period of time and assume that they no longer require any form of ongoing support. However, retention is a crucial part of the employee lifecycle and shouldn't be ignored.

After investing time and money into training and developing, it's important to put in the necessary work to retain talent. Failure to do so could mean losing top performers, who could even end up jumping ship to another organisation.

Exit and Advocacy

Just because an employee is leaving, doesn't mean that their relationship with the company is completely over. Parting on good terms allows the employee to act as an advocate for the business, sharing positive experiences with others who may be interested in taking a position with you.

Maintaining a good working relationship also leaves the door open for the employee to return to the company in the future.

To support in these areas of the we have several frameworks:

Framework – Ref: 1140

Managing Recruitment and Resourcing

The third generation of YPO's recruitment framework has been designed to meet the everchanging needs of the public sector including solutions to support the development and upskilling of new and existing talent through lots for Total Talent Management, Recruit Train Deploy and Emerging Talent.

Lot 8 - Recruit Train Deploy

Lot 9 - Emerging Talent Recruitment

Lot 10 - Total Talent Management

Framework – Ref: 1141

Managing Consultancy and Professional Services

A framework providing access to a single provider to deliver the needs of all public sector organisations when procuring all consultancy and professional services requirements.

Framework – Ref: 999

Training DPS

The DPS offers a compliant, flexible route to procure specialist and operational training across 27 categories. It provides access to a wide pool of pre-qualified suppliers and enables buyers to run tailored further competitions for both off-the-shelf and bespoke training, maintaining control over scope, pricing and delivery.

Framework – Ref: 1086

Apprenticeships and Associated Training

Our flexible, national framework covers a wide range of apprenticeships to meet your needs.

Framework – Ref: 1101

Occupational Health and Employee Assistance

Our framework provides a compliant route to support the health and wellbeing of your employees.

Framework – Ref: 319-26

Staff Benefits

This offering provides a quick, simple, and competitive route for public sector organisations to access a wide range of staff benefits schemes, from individual schemes to fully managed services covering multiple options.

Framework – Ref: 664

Consultancy Services

This framework offers a range of consultancy services specific to local government and the wider public sector, it is intended to make procuring consultancy services, quick, simple and cost effective. This framework is in collaboration with ESPO.

Framework – Ref: 1287

Permanent, Interim and Recruitment Marketing Solutions (PIRMS)

A quick compliant route to market for interim and permanent recruitment, along with HR marketing, advertising and public notices, in collaboration with London Borough of Waltham Forest.

Lot 1 - Interim Recruitment

Lot 2 - Permanent Recruitment

Lot 3 - HR Marketing, Advertising and Public Notices



International Recruitment of Social Work Roles and Associated Services Ref: 1166

[View Online](#)

This Framework has been developed by YPO in partnership with London Councils, supported by the London Innovation & Improvement Alliance (LIIA) on behalf of the Association of Directors of Children's Services (ALDCS).

This is a compliant route to market for all Local Authorities for the international recruitment of social workers and associated services for both adult and children's social work roles on a permanent basis, meaning they can procure directly from pre-qualified suppliers on pre-agreed terms and conditions.



As a minimum, Providers to the framework have the ability to deliver the core services, which have been defined as:

1. Pre-Recruitment

Services referring to the processes and activities conducted before hiring a candidate to ensure efficient and effective recruitment.

2. Post-Recruitment

Services referring to the activities and processes which usually take place once candidates have been identified, through to job offer.

3. Pastoral Care

Referring to support services provided to the candidate from the point of job offer and acceptance, as well as while in post and have been designed to remain in place for a minimum of 10 months from arrival into the UK.

“ ”

The YPO International QSW framework is a first of its kind solution for UK local authorities seeking qualified social workers from overseas, this framework provides a compliant, ethical and cost-effective route to market.

Managing Recruitment & Resourcing Ref: 1140

[View Online](#)

The third generation of YPO's recruitment framework has been designed to meet the everchanging needs of the public sector in respect of recruitment and resourcing. Rooted in flexibility and bespoke solutions to meet your specific needs, the Framework covers everything from a fully managed service to total talent management, recruit train deploy to emerging talent.

The route to market for this solution is either a direct award or further competition and our experienced team are on hand to help you through every step of the process - offering practical advice and support when you need it.

“ ”

The third generation of YPO's recruitment framework has been designed to meet the everchanging needs of the public sector.

Our Lots cover the follow areas:

- Lot 1 Managed Service for Temporary Recruitment - Local Authorities
- Lot 2 Managed Service for Temporary Recruitment - Central Government
- Lot 3 Managed Service for Temporary Recruitment - Housing
- Lot 4 Managed Service for Temporary Recruitment - Higher Education
- Lot 5 Managed Service for Temporary Recruitment - Emergency Services
- Lot 6 Managed Service for Temporary Recruitment - General
- Lot 7 Recruitment Process Outsourcing
- Lot 8 Recruit Train Deploy
- Lot 9 Emerging Talent Recruitment
- Lot 10 Total Talent Management
- Lot 11 Vendor Management Systems



Managing Consultancy & Professional Services Ref: 1141

[View Online](#)

This is the third iteration of YPO's consultancy framework, providing access to a single provider to deliver the needs of all public sector organisations when procuring all consultancy and professional services. Through a simple direct award process, the framework offers access to specialist procurement expertise, an extensive supply chain that is actively managed and vetted and delivers value for money through a time- and cost-effective solution.

“ ”

The City of Doncaster Council collaborates with Consultancy+ via the YPO 1141 framework agreement, offering a streamlined, cost-effective route to market. This flexible framework allows contracts to be awarded through competition or direct award, reducing staff time needed for contract awards. Consultancy+ provides comprehensive support and adapts to the Council's needs.

Holly Wilson
Head of Procurement
City of Doncaster Council

London in Permanent Children's Social Worker Recruitment (FLiP) Ref: 1165

[View Online](#)

This framework has been developed by YPO in partnership with London Councils (London Councils) and London Innovation and Improvement Alliance on behalf of the Association of Directors of Children's Services (ALDCS). The framework is for the London region specifically to support the recruitment of permanent children's social workers, and corresponding management and leadership roles, within the London Boroughs.

The route to market for this solution is either a direct award or further competition and our experienced team are on hand to help you through every step of the process - offering practical advice and support when you need it



“ ”

Working via FLiP meant that there would be tailored recruitment and vetting which gave us confidence that all shortlisted candidates would have all the requirements for the roles. This saved a lot and time and made for more lucrative shortlisting or candidates being progressed to interview stage.

Brent Council



Permanent, Interim Recruitment Marketing Solutions (PIRMS) Ref: 1287

[View Online](#)

The Permanent, Interim and Marketing Recruitment Solutions is a framework in partnership with the London Borough of Waltham Forest and provides a quick, simple and compliant route to market for interim and permanent recruitment along with HR marketing, advertising and public notices.

Formally known as the Local Government Resourcing Partnership (LGRP) framework, this is the third iteration of this framework. There are 3 lots on this framework, and you can award without competition or run further competitions all within the frameworks landing page for ease.



This framework is due to go live in March 2026 and will have 3 lots:

- Lot 1** Interim Recruitment is for the search and selection for all interim roles
- Lot 2** Permanent Recruitment covers the search and selection for all permanent recruitment
- Lot 3** HR Marketing, Advertising and Public Notices

“ ”

I have found the framework to be a quick, easy and efficient method of procuring both executive search/selection services and interim requirements, saving a lot of time and resource.

Janet Ellison-Jones
Category Manager
Cheshire East Council

Staff Benefits Ref: 319-26

[View Online](#)

This offering provides a quick, simple, and competitive route for public sector organisations to access a wide range of staff benefits schemes, from individual schemes to fully managed services covering multiple options.

All suppliers have been selected for their ability to deliver high-quality services that offer both flexibility and value for money.

Schemes available include (but are not limited to) cycle-to-work schemes, car leasing options, and fully managed staff benefits services.

Delivered in partnership between YPO and ESPO, this route is designed specifically to meet the needs of public sector organisations.

The Lots for this Framework cover the following:

- Lot 1** Managed Service Platform for Benefit Schemes
- Lot 2** Cycle to Work Salary Sacrifice Schemes
- Lot 3** Financial Well-Being Support Schemes
- Lot 4** Technology Products Schemes
- Lot 5** Leisure and Retail Discount Schemes
- Lot 6** Car Leasing Schemes
- Lot 7** Childcare Vouchers Salary Sacrifice Schemes
- Lot 8** Reward and Recognition Scheme

“ ”

This is a partnership between YPO and ESPO, and is designed to meet the needs of the public sector.



Apprenticeships & Associated Training Ref: 1086

[View Online](#)

This is the 2nd iteration of the successful long-standing national Apprenticeships and Associated Training Framework originally launched in 2018!

The framework has been developed and improvements made to support the needs of the public sector when procuring apprenticeship standards, end point assessment and associated training in a variety of ways through a national framework in line with the Skills England. We have worked closely with providers in the market and customers and have listened and learnt from their experience to enhance the previous solution with an improved online apprenticeships platform supporting customers with their requirements and giving providers the flexibility in managing their offering with us with ease.

A key element of the solution allows customers to search by standard and tailor their procurement needs using the unique subcategory function, giving complete transparency of the provider's offerings, showcasing the delivery and pricing model for standards within their offering, with an enhanced automated online process of being able to carry out a direct award or run a further competition.

The list of standards offered will be developed over the duration of the framework. Due to the constantly developing market of apprenticeships we want to ensure the framework is as flexible as possible, the structure of the framework allows existing providers to add standards to their offering at anytime (subject to successful evaluation). All live standards and providers offerings on the framework will be live on our bespoke apprenticeships website and updated accordingly when required.

Benefits of using the framework

- ✓ National framework
- ✓ Compliant route to market
- ✓ Customer support engaging with existing and potential providers
- ✓ Flexibility for new providers to add standards to their offering
- ✓ New providers onboarding on a quarterly basis
- ✓ Bespoke online platform
- ✓ Ability to direct award or run a further competition



Software Solutions Ref: 1095

[View Online](#)

This framework is for the provision of software application solutions which has been developed from extensive public sector customer and supplier engagement. Designed to meet the needs of all public sector organisations including, Local Authorities, Education, Housing, Charities, Central Government, Emergency Service and NHS Establishments. The simplified lot structure allows for purchase based on solutions and outcomes.

Each lot is inclusive of software applications services which can be tailored to meet your specific requirements and provide you with a delivery of standalone, or full service solutions, using technologies that are currently available and those which evolve throughout the lifetime of the framework agreement.

As well as having the option to direct award, customers also have the option to carry out a further competition.

Lot 2 HR, Payroll and Workforce Management

This Lot is for the provision of HR, Payroll and workforce software to support the processing and management of people at all stages of the employment lifecycle. This may be for a new solution, amendment, or upgrade of an existing solution from a single boxed order to the full deployment of a software solution. A few additional examples of the types of software available on the lot are : Absence Management, Time & Attendance management, Rota management, Resource / Demand scheduling, Workflow and workforce planning, background checks, workforce census, recruitment, performance management, contractual agreements. And many more!



Language Services

Ref: 402-24

[View Online](#)

The framework is in joint collaboration with ESPO who are the lead Public Sector Buying Organisation (PSBO) for the provision of language support services including interpretation (both verbal and non-verbal), translation and transcription services. The solution offers varying service options supporting both the translation and interpretation of different languages.

The framework offers customers a quick, simple and competitive route to procure language services through either a call off without competition/further competition route with access to pre-approved service providers who have been selected for their ability to provide customers with a comprehensive range of services that combine quality and value. These service providers can be appointed using efficient and streamlined procurement processes; therefore, ensuring that customers obtain value for money services which meet their requirements.



The framework comprises of five lots, including:

- Lot 1 **Managed Service for Language Services**
- Lot 2 **Face to Face Interpretation Services – Spoken***
- Lot 3 **Face to Face Interpretation Services – Non-Spoken***
- Lot 4 **Remote Interpretation Services**
 - a **Telephone**
 - b **Video – Spoken**
 - c **Video – Non-Spoken**
- Lot 5 **Translation, Transcription and Additional Services**

**Lots 2 and 3 are further divided into geographical sub-lots*

“ ”

The framework is in joint collaboration with ESPO for the provision of language support services. This framework offers customers a quick, simple and competitive route to procure language services.

Benefits of using the framework

- ✓ Reduced timescales - customers do not need to run a full procurement in procuring via the framework agreement.
- ✓ The framework is compliant with UK procurement legislation - we've done the work, so there's no need for you to run a full procurement process.
- ✓ Service providers listed on the framework were assessed during the procurement process for their financial stability, track record, experience and technical & professional ability.
- ✓ What you see is what you pay – there are no additional charges.
- ✓ Pre-agreed terms & conditions to underpin all orders so no need to worry.
- ✓ The framework has been established in conjunction with a range of customer groups to ensure all requirements are covered.
- ✓ Pricing has also been established based upon the type of linguist required in order to ensure customers are not over paying for services.
- ✓ The framework covers technology within the market (such as video interpretation services), helping to reduce costs and allowing services to be accessed immediately.
- ✓ Social value benefits can be obtained



Training DPS Ref: 999

[View Online](#)

YPO's Training DPS is open to the entire public sector and supports the procurement of a wide range of generic training services, including (but not limited to) health and safety, IT, leadership and management, GDPR, and project management.

It gives contracting authorities access to a broad and continually refreshed market of approved training providers. Buyers can run a further competition to select the most suitable provider(s) to design and deliver training that meets their specific requirements, whether off-the-shelf or bespoke.

All suppliers on the DPS have met minimum selection and compliance requirements, giving buyers confidence in quality, capability, and value for money. This solution provides a flexible and competitive route to market with streamlined processes, allowing authorities to retain control over specification, pricing, and delivery.

The Training DPS is available for use by any public sector organisation.



- Lot 1 Firefighting Foundation and Development
- Lot 2 Fire Service Operations
- Lot 3 Prevention and Protection
- Lot 4 Hazardous Materials
- Lot 5 Incident Command
- Lot 6 Resilience
- Lot 7 Technical Rope Rescue
- Lot 8 Water Safety, Rescue and Flood Response
- Lot 9 Animal rescue
- Lot 10 Instructor Programmes
- Lot 11 Maritime
- Lot 12 Driving
- Lot 13 Policing (including Induction and CPD)
- Lot 14 Firearms
- Lot 15 Road Policing
- Lot 16 Tactical
- Lot 17 Crime Prevention
- Lot 18 CPD (including bluelight)
- Lot 19 Leadership and Management
- Lot 20 Equality and Diversity
- Lot 21 GDPR
- Lot 22 IT
- Lot 23 Project Management
- Lot 24 Coaching and Mentoring
- Lot 25 Learning and Development
- Lot 26 Health and Safety and First Aid
- Lot 27 Health and Welbeing

Occupational Health & Employee Assistance Ref: 1101

[View Online](#)

A framework agreement for the provision of Occupational Health Solutions, Employee Assistance Programmes and Associated Services. The framework is designed to meet the needs of all public sector organisations.

This is the second iteration of this framework whereby YPO is the lead public sector buying organisation (PSBO) working in collaboration with London Borough of Islington Council. The framework is split into 2 lots covering Occupational Health and EAP offering national coverage to support all public sector customers with their requirements, supporting the Government's goal of better employer and employee interactions and support in respect of work and health.

Lot 1 Occupational Health Solutions and Associated Services

The purpose of this lot is to support public sector customers with: reducing employee sickness absence / addressing the causes of work-related ill health / promoting general wellbeing / supporting increased productivity in the workplace / supporting employee retention through better interactions about work and health / implementing an occupational health management system / ensuring organisations meet all statutory obligations / raising awareness and understanding of employer/employee responsibilities in line with each customer's requirement. The lot structure is split into 9 regional sub lots providing access to local suppliers supporting with social value goals with an additional national sub lot for customers with a broader scope. There are multiple additional associated services that can be accommodated with this lot.

Lot 2 Employee Assistance Programmes and Associated Services.

The purpose of this lot is to support public sector customers to meet their legal, moral and financial obligations in regards to employee health and to ensure they have a valued, healthy and efficient workforce.



Consultancy Services

Ref: 664

[View Online](#)

This framework offers a range of consultancy services specific to local government and the wider public sector and is intended to make procuring consultancy services quick, simple and cost effective. The framework is designed to create a simple and efficient solution for those looking to procure trustworthy advice from pre-approved service providers. Through our extensive list of providers, you are able to determine which one best suits your needs and specifications. All providers have a proven track record of delivering consultancy services, from whom customers may set up supply arrangements quickly and simply.

This framework has been established through a collaborative procurement exercise with ESPO.

The framework offers additional flexibility under Lot 10 - Strategic Projects, for customers seeking advice and support across a broad range of disciplines in relation to high value and/or complex, strategic projects.

- Lot 1a Business Services
- Lot 1b Procurement and Contract Management Services
- Lot 1c Education Services

- Lot 2a Audit Consultancy
- Lot 2b Internal Audit Services
- Lot 2c External Audit Services
- Lot 2d General Finance
- Lot 2e Revenues and Benefits
- Lot 2f Tax
- Lot 2g Treasury Management

- Lot 3 Food and Catering

- Lot 4a Health
- Lot 4b Social Care (Adults and Children's)

- Lot 5 Highways, Traffic and Transport

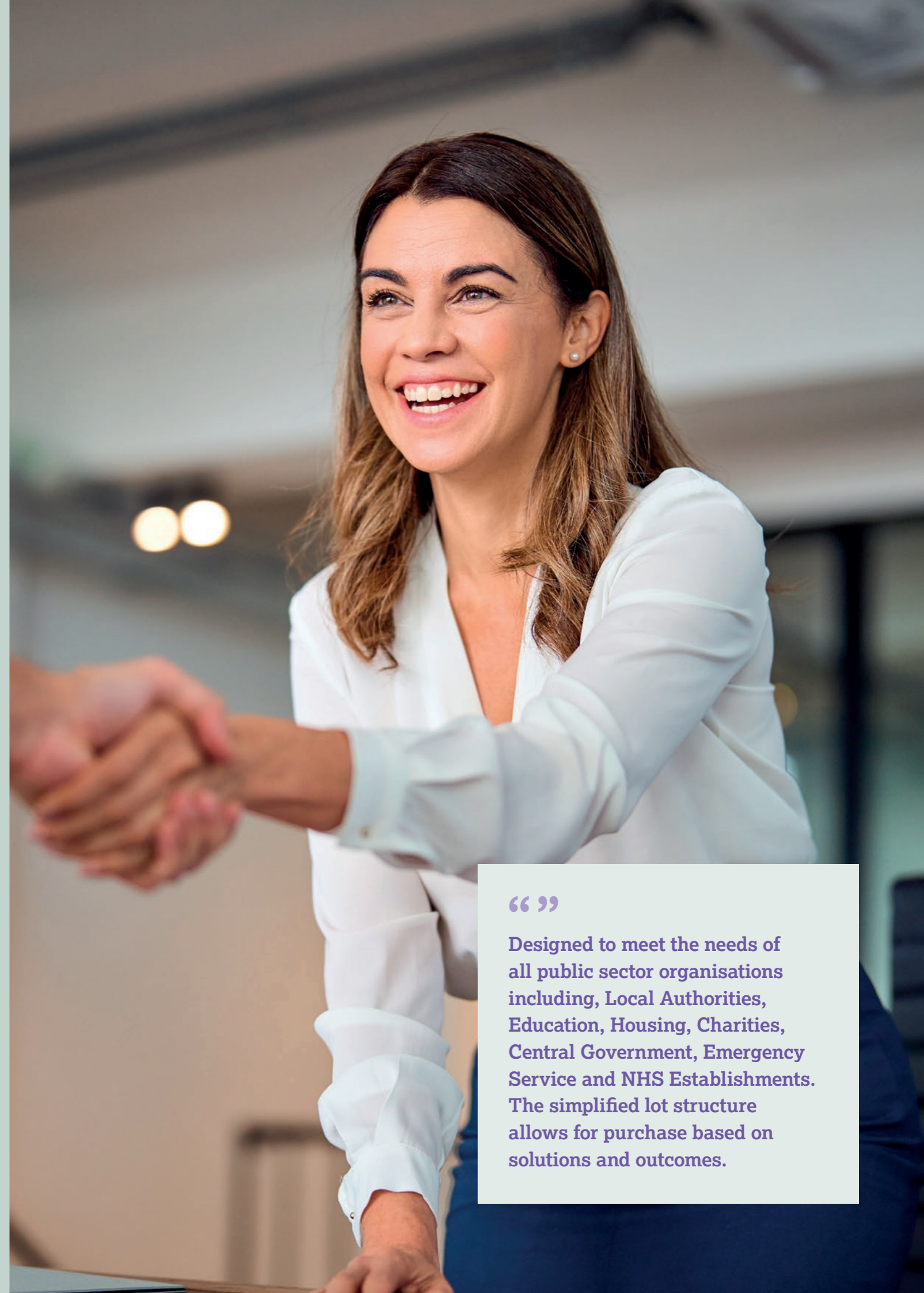
- Lot 6a Operational IT
- Lot 6b Strategic IT

- Lot 7 Sport, Leisure, Culture and Tourism

- Lot 8a Asset Management and Delivery
- Lot 8b Environmental and Sustainability
- Lot 8c Facilities Management
- Lot 8d Health and Safety
- Lot 8e Housing and Housing Support
- Lot 8f Planning, Valuation, and Infrastructure
- Lot 8g Regeneration and Regional Development
- Lot 8h Waste and Recycling

- Lot 9a Research and Engagement
- Lot 9b Marketing, Communications and PR

- Lot 10 Strategic Programmes and Projects



“ ”

Designed to meet the needs of all public sector organisations including, Local Authorities, Education, Housing, Charities, Central Government, Emergency Service and NHS Establishments. The simplified lot structure allows for purchase based on solutions and outcomes.

[View Online](#)

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