

Better value, delivered.

YPO[®] 50

Supporting
Your People
Solutions



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“ 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



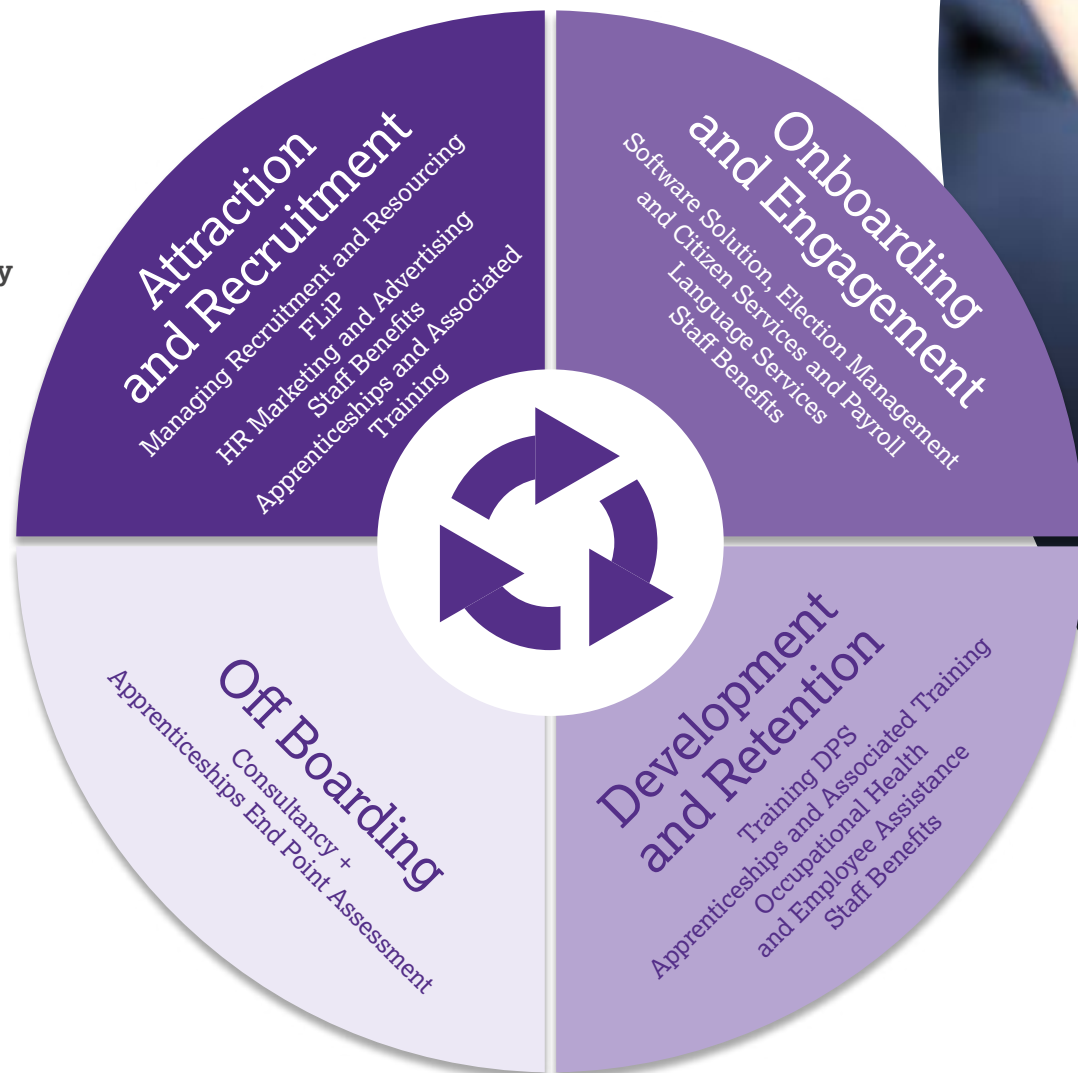
“
 I would have no hesitation in recommending their services, and at the time of writing we are again working alongside YPO on our new Group wide MSP exercise

Overview and Employee Life Cycle

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. 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.

- + Attraction
- + Recruitment
- + Onboarding
- + Engagement
- + Development
- + Retention
- + Exit and Advocacy



Attraction and Recruitment

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.

To support in this area of the we have several frameworks to optimise your attraction and recruitment.

Framework No	Description
1140	Managing Recruitment and Resourcing Lot 1-6 - Managed Service for Temporary Recruitment Lot 7 - Recruitment Process Outsourcing Lot 9 - Emerging Talent Recruitment Lot 10 - Total Talent Management
1141	Managing Consultancy and Professional Services
1165	London in Permanent Children's Social Worker Recruitment (FLiP)
1030	Local Government Resourcing Partnership (LRGP) Lot 1 - Interim Recruitment Lot 2 - Permanent Recruitment Lot 3 - HR Consultancy Lot 4 - HR marketing and advertising
319-26	Staff Benefits
1086	Apprenticeships and Associated Training
664	Consultancy Services



Onboarding and Engagement

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.

Engagement

Once the employee is more established in their role, often around the one-year mark, the focus shifts to engagement. This stage involves helping employees to feel motivated and appreciated in terms of their work tasks, but also promoting the company culture. Nurturing continual engagement is extremely important for employee growth and development, and helps to improve wellbeing, job satisfaction and productivity.

We have several frameworks available to support your onboarding and engagement journey:

Framework No	Description
1140	Managing Recruitment and Resourcing Lot 7 - Recruitment Process Outsourcing Lot 8 - Recruit Train Deploy Lot 10 - Total Talent Management
1141	Managing Consultancy and Professional Services
1095	Software Solutions Lot 1 and 2 - Payroll Lot 5 - Election Management and Citizen Services
402-20	Language Services
319	Staff Benefits
664	Consultancy Services

Development and Retention

Development

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.

We have a number of frameworks to support the development of your employees and the improvement of your retention rates:

Framework No	Description
1140	Managing Recruitment and Resourcing Lot 7 - Recruitment Process Outsourcing Lot 8 - Recruit Train Deploy Lot 10 - Total Talent Management
1141	Managing Consultancy and Professional Services
999	Training DPS
1086	Apprenticeships and Associated Training
1101	Occupational Health and Employee Assistance
319-26	Staff Benefits
664	Consultancy Services

Off Boarding

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.

Framework No	Description
1140	Managing Recruitment and Resourcing Lot 10 - Total Talent Management
1141	Managing Consultancy and Professional Services
1030	LGRP Lot 3 - HR Consultancy
664	Consultancy Services



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 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.

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

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

Ref: 1141 Managing Consultancy and Professional Services

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 solution delivered by Consultancy+ offers three main ways for a Contracting Authority to use the framework:

- 1. Named Supplier Service:** The Contracting Authority knows the consultant/professional they wish to work with, and the supplier is already within the supply chain of the Managed Service Provider.
- 2. Named Supplier and Onboarding Service:** The Contracting Authority already knows the consultant/professional they wish to work with, and the Managed Service Provider will onboard this supplier onto their supply chain
- 3. Full service:** The Contracting Authority knows the service or the outcome they will require, and the Managed Service Provider shall support them in finding a solution or suitable consultant/professional to deliver the requirement and fulfil the desired outcome.

“Nottinghamshire County Council has used Consultancy+ for numerous projects. The framework has been particularly useful for engaging with SME’s with specialist skills but we have also used it for direct delivery of projects for example the provision of an educational psychologists service. It has given us a quick compliant route to procure those services using the YPO framework saving both time and money. We look forward to continuing our relationship with the Consultancy+ team through YPO Framework 1141.”

Lorraine Dennis
Category Manager for External Services
Procurement Centre Chief Executive’s Department
Nottinghamshire County Council

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

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



Ref: 1030 Local Government Resourcing Partnership (LRGP)

The Local Government Resourcing Partnership (LGRP) 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 consultancy, marketing and advertising.

There are 4 lots on this framework and a supporting website lgrp.co.uk. The website can be used to find out more about the framework, make direct awards and issue further competitions to providers.

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 Consultancy covers a wide portfolio of services and can also support the public sector in HR consultancy projects.
Lot 4	HR Marketing and Advertising offers a variety of services for both campaigns and recruitment advertising along with digital marketing and public notices.

"The LGRP framework has been invaluable for sourcing high calibre programme and project staff for our Transformation programme over the last few years. The agencies on the framework are of a very high standard so I have rarely needed to go elsewhere."

Meena Kishinani
Transformation Director
London Borough of Barking and Dagenham

"I have found the LGRP 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

Ref: 319 - 23 Staff Benefits

This framework is for the provision of staff benefits schemes, inclusive of (but not limited to) cycle to work schemes, a managed service option and car leasing schemes.

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

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.

Ref: 1086 Apprenticeships and Associated Training

YPO has developed a new 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 Institute for Apprenticeships and Technical Education (IfATE) . 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.

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	✓

Ref: 1095
Software Solutions

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 covers is inclusive of software applications, services and supplementary hardware 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 where multi-lot call-offs are permissible, enabling you to combine two or more of the above lots and obtain all your software application solution needs in 1 single procurement.

<p>Lot 1</p>	<p>Business Application Solutions This lot covers a wide range of products and areas. Lot could be listed within Corporate and Financial Services webpage, as well as HR and People. Examples of products are ERP, Asset Management</p>
<p>Lot 2</p>	<p>HR, Payroll and Workforce Management This lot is for software covering areas as titled, as well as other areas such as clock in/clock out, background check software and Human Capital Management.</p>

“ *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.* ”



Ref: 402-24 Language Services

The framework is in joint collaboration with ESPO for the provision of language support services including interpretation (both verbal and non-verbal), translation and transcription services. The content of such services will be in a format from English into a wide range of languages and from those languages into English, or other languages as requested by the customer.

This framework offers customers a quick, simple and competitive route to procure language services. The framework offers 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 all Interpretation, Translation and Transcription Services
Lot 2	Face to Face Interpretation Services (Verbal)
Lot 3	Face to Face Interpretation Services (Non-Spoken)
Lot 4a	Telephone Interpretation Services
Lot 4b	Video Interpretation Services (Spoken)
Lot 4c	Video Interpretation Services (Non-Spoken)
Lot 5	Translation, Transcription and Additional Services

“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

YPO can fully manage the customers further competition (call-off) process if required	✓
Reduced timescales - customers do not need to run a full procurement in procuring via the framework agreement	✓
Assured supplier standards - suppliers/providers are 'pre-qualified' as to their general suitability	✓
Aggregation of spend - customers will receive the benefits of the aggregated spend volume and increased leverage in the market	✓
Pre-defined terms and conditions - when awarding contracts, customers have the option to use YPO's standard framework agreement terms and conditions as established or use their terms and conditions	✓
The framework has been established in conjunction with a range of customer groups to ensure all requirements are covered. Pricing has also being established based upon the type of linguist required in order to ensure customers are not overpaying for services	✓
The framework covers new technologies in the market such as video interpretation services helping to reduce costs and allowing services to be accessed immediately	✓
Social value benefits can be obtained	✓



Ref: 999 Training DPS

A Dynamic Purchasing System (DPS) is suitable for the whole public sector and covers all types of generic training including health and safety, IT, leadership and management, GDPR, project management etc. The offering allows contracting authority's to directly work with a wide range of providers via further competition to design a training solution.

The framework is available for use by any public sector organisation.

Lot 1	Firefighting Foundation and Development	Lot 18	CPD (including bluelight)
Lot 2	Fire Service Operations	Lot 19	Leadership and Management
Lot 3	Prevention and Protection	Lot 20	Equality and Diversity
Lot 4	Hazardous Materials	Lot 21	GDPR
Lot 5	Incident Command	Lot 22	IT
Lot 6	Resilience	Lot 23	Project Management
Lot 7	Technical Rope Rescue	Lot 24	Coaching and Mentoring
Lot 8	Water Safety, Rescue and Flood Response	Lot 25	Learning and Development
Lot 9	Animal rescue	Lot 26	Health and Safety and First Aid
Lot 10	Instructor Programmes	Lot 27	Health and Wellbeing
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		

Ref: 1101 Occupational Health and Employee Assistance

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.

YPO is the lead public sector buying organisation (PSBO) for this framework agreement in collaboration with London Borough of Islington as a group of public sector buying organisations.

Lot 1 Occupational Health Solutions and Associated Services.

The aim of this framework is to support 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 Contracting Authority's requirements.

In addition to the above this LOT offers regional LOTs to provide access to local suppliers

Lot 2 Employee Assistance Programmes and Associated Services.

The aim of this framework lot is to enable Contracting Authorities to meet their legal, moral and financial obligations in regard to employee health and to ensure they have a valued, healthy and efficient workforce. Additionally, the solutions delivered via this framework should support the Government's goal of better employer and employee interactions in respect of work and health.

Ref: 664
Consultancy Services

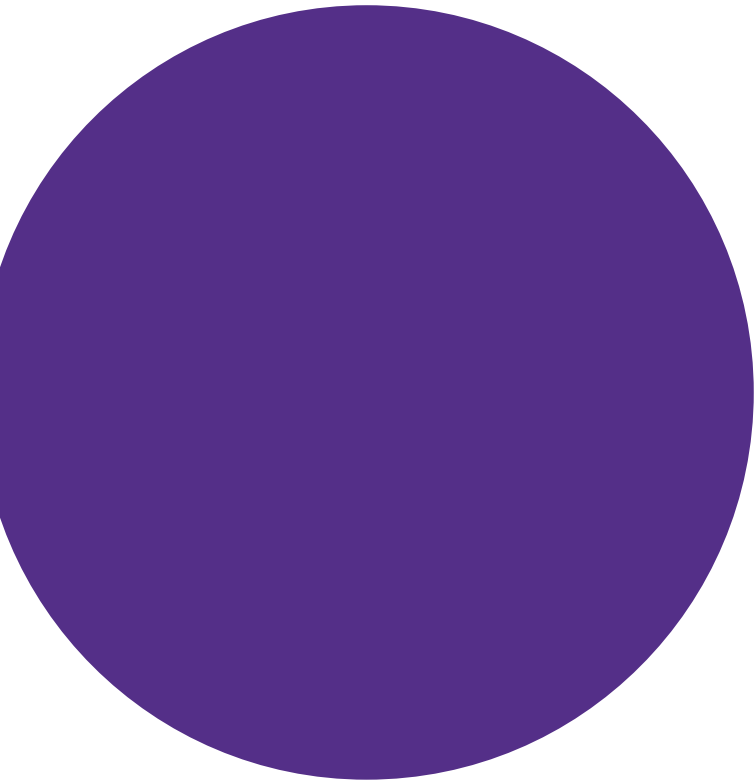
This framework offers a range of consultancy services specific to local government and the wider public sector and is intended to make procuring consultancy services quick, simple and cost effective. The framework is designed to create a simple and efficient solution for those looking to procure trustworthy 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 1	Business Services	Lot 6a	Operational IT
Lot 2a	Audit Consultancy	Lot 6b	Strategic IT
Lot 2b	Internal Audit Services	Lot 7	Leisure, Culture and Tourism
Lot 2c	External Audit Services	Lot 8a	Asset Management and Delivery
Lot 2d	General Finance	Lot 8b	Environmental and Sustainability
Lot 2e	Procurement	Lot 8c	Facilities Management
Lot 2f	Revenues and Benefits	Lot 8d	Health and Safety
Lot 2g	Tax	Lot 8e	Housing and Housing Support
Lot 2h	Treasury Management	Lot 8f	Planning, Valuation and Infrastructure
Lot 3	Food and Catering	Lot 8g	Regeneration and Regional Development
Lot 4a	Public Health	Lot 8h	Waste and Recycling
Lot 4b	Social Care (Adults)	Lot 9a	Community Research and Engagement
Lot 4c	Social Care (Children)	Lot 10	Strategic Projects
Lot 5	Highways, Traffic and Transport		





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