

A REPORT ON THE MEETING WITH TALENT DRAIN RE THEIR EXIT INTERVIEWS

OAKWOOD HOUSE - 03.12.08

- It would be useful if the exit interview were to be in contract, i.e. compulsory. Not sure it would get through HR legislation.
- There is a problem with Foundation schools and those that don't buy into Kent Personnel and/or Payroll. Currently they include Foundation schools but non-payroll/personnel service schools are "a bit of a problem".
- There could also be an entry interview, or an "engagement interview" after 6 months in the job — cost implication here but not a large one. Talent Drain will sell us a service.
- When Talent Drain knows, they can contact the leaver to let them do questionnaire on-line. 70% of people going to website complete it. It's getting people to go to site that is the issue. Obviously, the higher the completion rate, the more robust the data.
- Every school should have received a pack (from Steve Wood) of letters which refers them to Talent Drain, not KCC. Pack also contained some paper versions of the questionnaire
- So far, only data on teachers has been collected, but now every leaver is to be included.
- It takes 10 minutes to complete the survey.
- Trying to discover who is leaving AND why as this will help formulate R&R policy in future years. Use of the statistics is now included in the Workforce Advisory Monitoring Group's (WAMG) considerations.
- Special area of interest - those leaving in first 2 years. With cost of recruitment, etc, and not being fully productive for 1 year-18months, to leave in the first 2 years is serious.
- There is a difference between movement to other post and exit from profession.
- Currently, reports are by Cluster to Steve Wood, but individual schools could receive a report, by request, providing there are more than 8 leavers in a year — this to protect individual identities.
- First 11 pages are to set the context of the report.
- Any percentage figure over 30% is significant.
- No other authorities are looking into this system; this is 'leading edge' research.
- Selling this is felt to be vital with regards to the next 5 years of recruitment and retention in Kent.
- The plan is to have it ready for the very start of when the new Director takes up post.
- It can be sold in partnerships, as, if we can do this in Education, Health may follow for speech therapists and Social Services for social workers. The current contract is for schools but it would be easy to extend if we can cover the cost.
- Four things to do:
 - ◊ Review questionnaire — critically and constructively;
 - ◊ Use in school;
 - ◊ Sell it — do a better job at Forum, for example;
 - ◊ Survey on existing staff in school.

Ian Sheppard

14 January 2009