

# Afternoon surgery: Workforce Resilience

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# Previous Engagement: Workforce Resilience

## Which commitments did you want us to deliver against at the start of co-creation?

- Increasing the STEM pipeline
    - Engaging with schools and young people
    - Attending STEM Careers Fairs
    - Increase the number of STEM Ambassadors
    - Working with partners e.g WISE
  - Improving the diversity of our workforce
    - Increased representation of female and minority employees
    - Reducing the gender pay gap
    - Gaining accreditation to a national diversity and inclusion standard
    - Diversity data collection on our current workforce
  - Putting something back into the community
    - Community volunteering scheme
- Increasing the STEM pipeline
    - Engaging with schools and young people
    - Attending STEM Careers Fairs
    - Increase the number of STEM Ambassadors
    - Working with partners e.g WISE
  - Improving the diversity of our workforce
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    - Community volunteering scheme

# Playback and draft outputs

## Workforce resilience

### What we heard from you:

- A happy, healthy and motivated workforce where WPD is the employer of choice is the highest priority with regards workforce resilience.
- Good planning is of critical importance to ensure WPD remains well resourced as an organisation and stays ahead of the game.
- Outside recruitment can provide a new perspective and a wider set of skills and experiences.
- It's important that employees feel appreciated in their jobs and we need to ensure that staff feel they 'belong' in the workforce.
- There needs to be a conscious effort to reach a demographic outside the traditional white British male population, to diversify and increase the talent pool.
- Diversity should be sought throughout recruitment, from the apprenticeship scheme to senior management.
- Equal pay for equal skill and an equal amount of work, irrespective of gender; diversity of inclusion should be ensured.

### And so the outputs we are proposing:

Ensure that WPD is a “stand-out “ employer in our area and more widely to attract the top talent for advertised roles

Improve and increase the Diversity and Inclusion of our workforce

Increase the STEM Pipeline

Retention and Upskilling of a Specialised Highly Skilled Workforce

Maintain a Healthy, Happy and Motivated Workforce

Attract New Talent

## Questions for breakout room discussion

- ① Have we interpreted stakeholder feedback correctly? Is anything missing from the outputs proposed?
- ② What specific targets, measures and performance levels do you want to see for each output?
- ③ Covid-19: Has there been any change in priorities or emerging issues which will need to be addressed?