



Workforce Planning Strategy & Redesign

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Outward Facing - Highland Context

- Talent Attraction, Retention & Returns - Highland Council December 2017
- Demographics
- Brexit - Implications
- Collaboration with partners, Business, communities

Inward Facing – Progress to Date

- Resources Committee August 2017 – 2017-23
Strategy, Vision, Principles and Objectives
- Modern Apprenticeship Programme
- Service Workforce Plans: Strategic Committees
October/November 2017 – Action Plans
- Corporate Priorities 2018/19: Senior Leadership
Team Workshops - March 18 (onwards)

‘Ownership, Collaboration and Alignment’

Priorities 2018/19

‘Ownership, Collaboration and Alignment’

High-performing team - SLT

Priorities

- Highland Council Vision
- Transition
- Future Workforce
- Leadership & Management
- Flexible Workforce

Alignment:

- **Redesign** / Budget / Performance / Commercial

Next Steps

- **Inward facing**
 - Workshop 18 June
 - Set up cross-Service project teams
 - Scope, plan deliver
 - Report back in August – peer review
- **Outward facing**
 - High-Level Talent Attraction Working Group – June
 - Make the Highlands a place to live / thrive / learn / **stay**
 - Opportunities – young and old.....

Achievements

- Modern Apprentices – 120 by Summer 2018
- Leadership and Management - Pilot
- Brexit Preparation – statement & survey
- Workforce Data project
- Partnering – NHS / UHI

Staff Engagement – Redesign



“working in an organisation that is well connected with its communities, supported and appreciated by them. For people to still see the attraction and value of a career in public service.”

Employer of Choice – Leading the way

Be proud to be part of something special - members, employees, citizens