Workforce Resilience

Context

- Workforce Resilience has been identified as a priority for WPD and its stakeholders

- We are preparing our workforce resilience plan for 2023 -2028

- Before we do this we would like to seek your input regarding;
    - The landscape in which we are operating
    - The areas we should identify as a priority
    - The commitments you want us to deliver in these areas

- This will enable us to create a plan that we can share with you at a latter stage and further refine

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Context

- Our current work force: size, gender split, types of roles, age profile, average age, churn and retirement rates:

Gender Profile

Male	Female	Total
5,450	1,104	6,554

Types of Roles

Executive	Sr Manager	Manager	Supervisor	Professional	Administration	Customer Service	Craft	Total
4	85	288	846	1,221	475	589	3,046	6,554

Age Profile/Average Age

20 and Under	21 to 30	31 to 40	41 to 50	51 to 60	Over 60	Total	Average Age
66	1,239	1,922	1,489	1,560	278	6,554	42

Types of Roles

Total (Permanent) Terminations 01/02/2019 to 31/01/2020	Involuntary Terminations (36)			Voluntary Terminations (254)			Total Employees (Permanent) as at 01/02/2019	Total Employees (Permanent) as at 31/01/2020	Average (Permanent) Headcount for Period
	Death	Disc.	Medical Retirement	Redundancy	Resignation	Retirement			
290	7	8	21	12	103	139	6,580	6,498	6,539
	0.55%			3.88%					
4.43%									

Workforce Resilience

The landscape we expect to operate in

- Net Zero by 2050 - we will need to develop different skill sets to meet Net Zero
- UK has low levels of unemployment, smaller pool of available suitable resource
- An ageing workforce
- Competition from other areas such as finance and technology
- Societal changes resulting in increased flexibility expectations of workforces
- Lack of Diversity
- An insourced workforce

Priority Areas

Our aim is a motivated resilient workforce that can meet the challenges of the future

Our priorities in this area are:

- A happy, healthy and motivated workforce where WPD is the employer of choice
- Retention and upskilling of a specialised, highly skilled workforce
- Attracting new talent
- Increasing the STEM pipeline
- Improving the diversity of our workforce
- Putting something back into the community

Is there anything that you think we should change or is missing from this list?

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What commitments do you want us to deliver?

Within the priority areas which commitments do you want us to deliver against these priority areas ?

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What commitments do you want us to deliver?

Which commitments do you want us to deliver against within these priority areas ?

Some suggestions:

- A happy, healthy and motivated workforce where WPD is the employer of choice
  - Competitive and fair rewards
  - Occupational health support
  - Acting on feedback from staff surveys
- Retention and upskilling of a specialised, highly skilled workforce
  - Personal development reviews and plans
  - Opportunities for progression
- Attracting new talent
  - Apprentice programme
  - Work with schools, colleges and universities

- 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