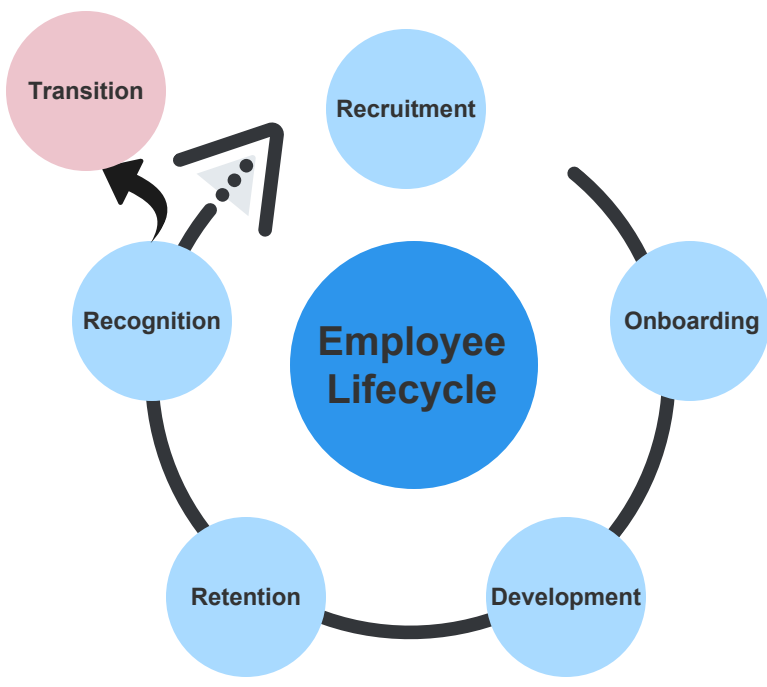


WDC People First - 5 year plan



Year 1 Spotlight on Recruitment

Key Activities

- Conduct user research into recruitment;
- Refresh ACHIEVE Values and publish recruitment question bank to ensure recruiting for behaviour and values;
- Review job quality and design to reflect fair work convention;
- Digitise creation of Job Profiles;
- Analyse and improve maturity of recruitment data and data analytics;
- Develop employer branding and employee value proposition to increase engagement in talent pool, promote career opportunities, develop internal job market and attract applications from under-represented equalities groups.

Year 2 Spotlight on Onboarding

Key Activities

- Conduct user research into onboarding;
- Review of Induction including redevelop APP via M365 tools, and inclusion of data skills and wellbeing;
- Review of Skills Passports, and include Service Design and Wellbeing Charter;
- Embedding human centred management, and good people management practices, linked to behaviours and values;
- WFP Training and awareness;
- Console development.

Year 3 Spotlight on Development

Key Activities

- Reinforce programmes/learning by linking to values
- Ensure learning adds value and is promoted for all ensuring fit for future skillsets for all employees
- Ensure learning pathways support succession planning and talent development
- Establish Innovation Hub
- Evolving culture of engagement through personal & professional growth by encouraging ownership and empowerment and the opportunity for innovation through Chief Officer Groups and Innovation Hub
- Data capture - personal and professional development information
- Policy and Process influenced by data and driven by employees and services

Year 4 Spotlight on Retention

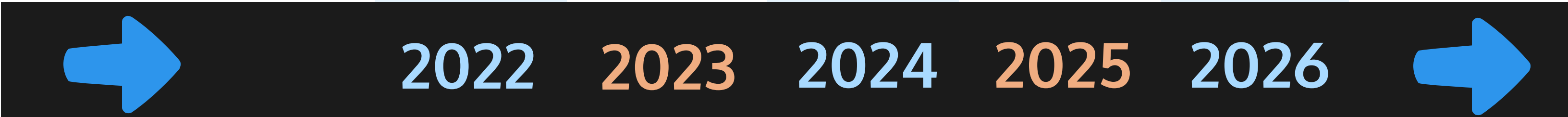
Key Activities

- Develop supports for Career Development, including refresh of Coaching & Mentoring opportunities
- Continue to build and support Digital Skills development
- Extend opportunities for development in Data Skills/analytics and Service Design
- Enable and support Peer communities to aid collaboration, communication
- Explore the role of wellbeing in high performing teams and share this learning for organisational improvement
- Explore the links between quality relationships and conversations at work with wellbeing and performance
- Improve channels for the Employee Voice to be heard and harnessed including extending use of Trickle
- Continue to develop flexible approaches to meet individual needs
- Enable others to explicitly link work initiatives with strategic direction
- Challenge working practice and influence culture change
- Research introduction of Stay interviews and analyse data along with exit interview data

Year 5 Spotlight on Recognition

Key Activities

- Learning Feedback and recognition of achievement
- Digital Badges
- Off boarding - analyse employee data, surveys, exit interviews to inform practice, reporting destinations e.g. promotion, relocation, to gauge leaver analysis
- Supported to Positive Destinations and Recommended as place to work
- Bench marking and comparing with other employers



This contributes directly to the achievement of West Dunbartonshire Council's Strategic Plan