

# Developing content for the strategy- key themes and actions from the Workforce Strategy Workshop

- Stakeholders from all parts of our ICS attended a workshop on 1<sup>st</sup> November- delegates represented a wide range of sectors and providers including health, care, local authority and the voluntary sector.
- Delegates came together and shared their motivation to improve the need to address the disparity within our workforce in NEL.
- There was broad agreement on considerations and work to address the challenges across key priorities extracted from the input of the group discussions.

Theme	Actions
Transformation/Innovation	<ul style="list-style-type: none"> <li>• Looking at future and current challenges through an innovative lens to create meaningful work opportunities.</li> <li>• Embed transformative/innovative ways of working to address the themes and outputs in the strategy (thinking outside the box).</li> <li>• Redesign roles to address the workforce supply challenges.</li> </ul>
Recruitment	<ul style="list-style-type: none"> <li>• Making our recruitment processes lean and accessible</li> <li>• Creating effective partnerships with our communities to access work opportunities in health and care</li> </ul>
Retention	<ul style="list-style-type: none"> <li>• Develop our workforce and seek to retain them not only within our organisations but across NEL</li> <li>• Build processes to support inter organisation transfers</li> </ul>
Health and Well being	<ul style="list-style-type: none"> <li>• A consistent offer to support staff to recover from the pandemic</li> <li>• Support for staff to manage through the cost of living approaches</li> <li>• Build a targeted health and well-being offer at NEL level for all staff building on our Keeping Well NEL Platform</li> </ul>
Addressing Inequity	<ul style="list-style-type: none"> <li>• Access to training across NEL</li> <li>• Work across employers to develop solutions to ensure progress and a plan that at our workforce is demographically representative and reflect the community it serves</li> <li>• Identifying the groups in the communities in our demographic which are under-represented in the workplace, including ethnic communities, neurodivergent people and those with mental health conditions.</li> </ul>
Grow our Talent	<ul style="list-style-type: none"> <li>• Create a consistent pipeline and offer that educates, training and employs staff in NEL, utilising system wide approaches for all sectors</li> <li>• Utilise and promote opportunities for local residents to work and build careers in our organisations</li> <li>• Redesign work and skill requirements that match the demand of the future population.</li> </ul>
Developing a NEL employment deal	<ul style="list-style-type: none"> <li>• A consistent offer of development, flexibility and mobility across organisations that all in NEL sign up to, including recognition of skills across sectors and professions</li> </ul>