



Standards & Resources Committee

25 January 2024

Workforce Trends

Progress of the Workforce Development Strategy



Employer of Choice

Recruitment, Retention & Succession Planning



Research

- Graduates – social issues, equality, & career development
- Talent pools/upskilling - emerging as strategies
- Reputation, ethics & culture
- Job seekers value wellbeing & flexibility at work
- HR automation & modern onboarding experiences



New onboarding system & landing page

<https://www.sstaffs.gov.uk/findajob>



Work experience, Apprenticeships & Graduates

- Work Experience Year 10 and Year 11
- Work Experience 6th form
- Graduates and Apprentices



Information for job applicants including how to apply

- Information for applicants
- How to join our casual register
- Council services and functions
- Council staff
- Our Elected Members



Our partners, services & corporate plans

- Our Local Government Partners
- Community and Locality Profiles
- Council Plan 2020-2024
- Workforce Development Strategy
- Everyone counts



Training and Career Development

Training and Career Development



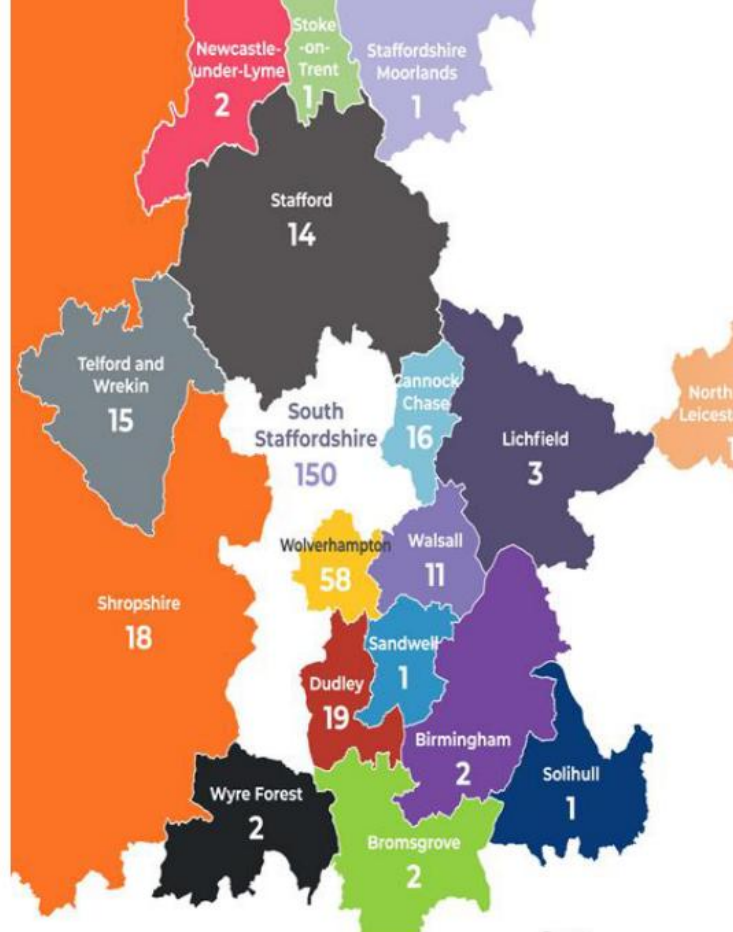
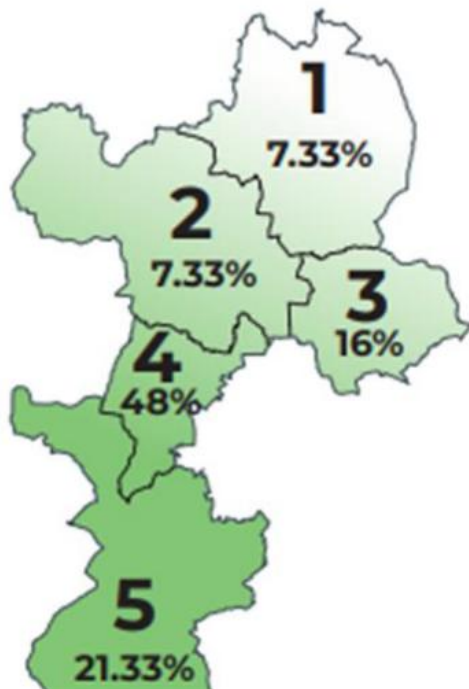
Making a difference to our communities

Volunteering



Why work for us? Our culture & values

Our Culture and Values



Our recruitment reach

Recruitment, retention & succession planning

87%

candidate
acceptance
rates

75%

vacancies
filled first
time

88%

retention
rate



20



student/work
experience
placements

12



apprentices
5, secured
employment

50% of
appointments
are internal



9

Delegates
ASPIRE 2023





South Staffordshire Council

Equality & Inclusion

Equality & Inclusion

GPG 31.03.23
Reduced by
1.66% mean
2.44% median

50%
or more females in our
CLT, AD & TM tiers

19% are
aged 25
& under. 5%
improvement
Over last 2
years.

22 employment of
employees from
ethnic minority
backgrounds

8.8
rating for being an
inclusive organisation





South Staffordshire Council

Culture

Wellbeing, Leadership, Working Environment

Culture

Wellbeing, Leadership, Working Environment

Established
wellbeing
strategy



Effective
communication
& regular
wellbeing
articles



Culture,
&
engagement
surveys



THE WORKPLACE
WELLBEING
CHARTER



269

employees
attended
wellbeing
training

Leadership

programme &
coaching for all
managers

2.29 fte
short term
absence.



Employee Survey 2023

- Wellbeing
- Being a well-run organisation
- Leadership & culture

160
responses




What do you like best about working for South Staffordshire Council?



South Staffordshire Council

- Culture & working environment
- Supportive colleagues & teams
- Support from managers
- Friendly approachable people (staff & communities)
- Flexible & hybrid working
- Good location & facilities
- Career progression & training



What do you like best
about working for South
Staffordshire Council?

Comments



South Staffordshire Council

“Hybrid working, flexible hours, good wellbeing support, modern offices & facilities”

“Such friendly colleagues. My colleagues are more than just co-workers - they are like a second family to me!”

“Good environment, supportive management”

“The way we all work together as a team and the good relationships we have with other service teams.”

“I really like the culture in appreciating everyone's contribution and providing support to people to do their best “

What word
would you use
to describe the
Council's
culture?

8 said
**Accommodating
& Flexible**

15 said **Forward
Thinking, Ambitious
& Progressive**

17 said
**Welcoming,
Diverse &
inclusive**

28 said
**Friendly &
Positive**

23 said
**Supportive
& Caring**

Plus..... Modern, Trustworthy, Inspirational,
Collaborative, Professional, Transparent, Adaptable

Wellbeing

The Council cares about my wellbeing and supports me in balancing my work and personal commitments

8.2★
average rating



Able to recognise and manage stress

7.5★
average rating



I am happy and feel safe with my working environment

8.8★
average rating



Well run organisation

I am provided with regular communication about the Council's priorities and plans.

8.4★
average rating



I have sufficient training to carry out my role.

8.3★
average rating



The Council is an inclusive organisation

8.8★
average rating



Leadership

I have a good relationship with my manager

8.8★

average rating



I am satisfied with the leadership and culture of the organisation

8.7★

average rating



I am treated fairly and feel valued

8.3★

average rating



Recommend the council as a place to work
2019 67%



2023 96.25%





South Staffordshire Council

Any questions?