



From mountain to sea

Aberdeenshire Council - Our Future Workforce

The right people, in the right place, doing the right thing, at the right time

We will continue to evolve our role as a provider of services, as a commissioner of service and as a partner for many organisations as well as providing a leadership role in our community. We will be a highly performing workforce, representative of our community and capable of designing and managing innovative and financially robust services to enable us all to grow and ensure every resident and place matters.

Purpose

The Council Plan and Priorities set out our vision for the future, enabling us to develop our current and future workforce with the right skills, at the right time and in the right place.

Scope

This is our framework for us all to use in order to plan, improve, develop ourselves and others, engage with each other, receive and give purpose and direction, innovate and thrive.

Links to the Plan and Policy Framework

This vision will complement other improvement plans and the medium-term financial planning cycle which will enable us to be fit for the future and to be the right kind of organisation to deliver better outcomes for our residents. This vision is the umbrella framework for our existing strategies, Digital Strategy, One Aberdeenshire Principles, Employee Engagement, Wellbeing and new strategies such as Pay, Learning and reskilling.



- [One Aberdeenshire Principles](#), [Aberdeenshire 2022](#),
- [Community Capacity Building](#), [Office Space Strategy](#),
- [Digital Strategy](#), [Employee Engagement](#), [Equality Framework](#),
- [Health and Safety and Wellbeing Strategy](#)

Delivery

The evolution of Aberdeenshire Council will continue and most likely the pace will increase. We all have a part to play in the growth of Aberdeenshire Council. We will, individually and collectively be required to evolve and adopt new ways of working and be prepared to shift our behaviours to match the new reality.

Together we will deliver our vision and work towards a high performing, digitally confident workforce, composed of diverse, skilled, adaptable, engaged, empowered and creative teams. Our structures will bring us closer to our customers where a solution focused co-designing approach is supported by a modern and progressive organisational culture.

The Vision

“Our Future Workforce” We are proud to work for Aberdeenshire Council.



Making it happen

PRIORITY ONE - WORKFORCE PLANNING AND MANAGING POTENTIAL

- Provide a workforce planning tool to help services think about, and plan, their workforce requirements on a regular and ad-hoc basis.
- Build capacity and skills across the organisation, in the following: workforce planning techniques and culture, data management and analysis across systems and silos.
- Provide more opportunities to boost skills of the wider workforce through work experience, apprenticeships and graduate schemes that help improve economic productivity
- Organisational agility and new ways of working is supported by the Digital Strategy and transformation teams to deliver transformed services co-created with service customers and users.
- Review alternative employment process and policy to shape the workforce to meet future need.
- Create a culture and foundation of self-directed learning, using digital solutions to share that learning.

PRIORITY TWO - PERFORMANCE AND DEVELOPMENT











- Provide opportunity for managers to develop their ability to support employees with development planning, supporting them to reflect on their performance, giving and receiving feedback and helping employees to be solution focused and to take personal responsibility for their own performance and development through a PPP and PDRS.
- Focus development activities on increasing our leadership capability and capacity for leading employees through change and creating a culture of collaborating with others, having a commercial focus, and building a resilient customer focused workforce
- Evaluate performance systems and technology to ensure they meet the future need for a smaller more agile and adaptable workforce
- Develop a learning strategy through culture, systems and curation of resources that results in an offering accessible to all, affordable, efficiently delivered and aligned to emerging development priorities to become a future proof organisation.
- Ensure systems and processes are aligned to facilitate the extraction of valid and reliable data to inform financial planning, business forecasts and monitoring of the “organisational health”

PRIORITY THREE - ENGAGEMENT, REWARD AND WELLBEING

- Work together to reinforce the culture of One Aberdeenshire and the resulting 3 principles.
- Be recognised as an employer of choice and celebrate diversity in our workforce and local community through employee awareness and a culture of respect and inclusivity. Strive to create a workforce that genuinely reflects our community.
- Work with local partners to promote the Aberdeenshire brand and encourage inward skill migration
- Revisit policies and practice to support employees to genuinely feel they can express themselves and feel confident in a supportive environment, able to contribute their ideas and opinions and work in partnership with others
- Create development and network opportunities so employees relay to others positive stories about our council as a supportive employer that encourages confidence and diversity
- Provide timely information and guidance to enable the proactive and consistent management of sickness absence
- Promotional campaigns to ensure employees are aware of the benefits and well-being support available to them
- Review our employee recognition and rewards scheme to offer a more flexible and personal touch to celebrating the commitment and hard work of employees
- Review pay and conditions to meet future diverse needs of our community, employees and services
- Include the workforce in the development of service workforce plans

What does success look like?

Our goal is to have the right people in the right place, doing the right things at the right time. The indicators below will help us determine if we continue to deliver this goal.

 <p>Less of us leave</p>	 <p>We see increased opportunities for Apprentices, Interns and Graduates</p>	 <p>We are absent from work less</p>	 <p>We think Aberdeenshire Council is a good place to work</p>	 <p>We feel confident to make decisions</p>
 <p>We get a regular PPP</p>	 <p>We complete the employee survey</p>	 <p>We feel more confident in our digital skills and regularly access ESS</p>	 <p>We are clear about our purpose and understand our own performance at work</p>	 <p>We take the opportunity to learn</p>