

Introducing the West Midlands Workforce Strategy

Supported by



Dynamic, Innovative, Different

The West Midlands Workforce Strategy is a unique approach to addressing a range of local government workforce problems across both the temporary and permanent workforce. WME in collaboration with its councils, has developed a regional strategy with an overarching set of ambitions, underpinned by a unique regional agency solution.

This initiative is an exciting opportunity for West Midlands' councils to both transform how they recruit and manage their temporary workforce and to drive improvements that also benefit their permanent workforce. This ground-breaking approach can offer enhanced service benefits and added value - not just to individual councils, but to the local government sector in our region, to the workforce we engage, and ultimately it can add social value to our communities.

The West Midlands Workforce Strategy for Local Government is intended to complement and work alongside our councils' existing People Strategies and Workforce Plans. It aims to help address the permanent and temporary workforce issues that are interlinked, and not resolved by councils acting independently.

Success is wholly dependent on West Midlands' councils making a commitment to support the Strategy and engage with the regional agency solution and in so doing, they will work collaboratively with WME, each other, and with Opus People Solutions to make positive changes.

This unique approach combining a regional strategy with a regional agency solution, promises to be **DYNAMIC in its ambitions, **INNOVATIVE** in its solutions and **DIFFERENT** to the traditional agency services councils currently use.**



Priority 1

Complement Council workforce strategies to stabilise the permanent workforce



Priority 2

Deliver efficiency savings and improved service delivery for Councils



Priority 3

Improve the management of temporary workers



Priority 4

Improve the experience of temporary workers



Priority 5

Deliver economic and social value for the communities of the West Midlands



The West Midlands Workforce Strategy and the WMTemps Resourcing Solution

Our VISION

Our vision for the West Midlands Workforce Strategy is to work together as a region to deliver improvements and efficiencies across the local government workforce that benefit the community, organisations, employees and temporary workers

Why we need change now

Over the last few years, councils across the West Midlands have been experiencing challenges with their temporary workforce. These challenges range from recruiting to hard to fill roles, inflated prices from agencies as a result of councils competing with each other for workers as well as the private sector, and poor-quality in temporary workforce and agency provision.

By working together and having a regional approach to managing our temporary workforce alongside our permanent workforce strategies, we believe we can make improvements to our temporary workforce that will bring real benefits to our councils and the region.

No one council acting alone can address the workforce challenges within local government and by adopting a regional collaborative approach, we can offer individual service solutions to councils linked to an overarching strategy that works across a whole region temporary agency economy.

What are we doing

Bringing strategic value to our customers by transforming the way we procure and manage temporary workers via a resourcing solution that also supports and invests in a regional strategy - tackling whole workforce improvements

What we'll do differently

As a sector we want to have greater control over agency provision and the relationship this has with our permanent workforce - to move from a passive to a 'collaborative interventionist' approach. **There are 3 key drivers for change ->**

Efficiency

The ambition is to only use temporary workers where there are short-term resource needs, reducing total agency spend year on year and the reliance and associated supply and demand issues, reducing competition led rate increases

Effectiveness

The ambition is to deliver whole system improvements to how organisations source and manage their temporary workforce, with regional autonomy over agency providers

Equilibrium

The ambition is to stabilise the permanent workforce to ensure there is a deep understanding of the equipoise between the agency market, recruitment, and other employment factors in our sector and our region

Benefits

Better visibility and control of the temporary workforce

Achieved through thorough and transparent data and information at all levels

Reduction in utilisation of Temporary Workers

Achieved through better oversight of workforce as a whole with management of volume placements

More Effective & Efficient Agency Service Provision

Achieved through common single point of entry and engagement approaches, onboarding and HR policies

Local workers and suppliers

Achieved through focus on volume and spend in the local market with local providers

Greater satisfaction for Managers and Temporary Workers

Achieved through effective feedback and management processes which are two-way

Better quality provision of temporary workers

Achieved by monitoring and managing fill rates and placement duration

Contribution to Permanent Workforce

Achieved by monitoring and actively managing temp to perm fill rates

For further information please contact info@wmemployers.org.uk

