



Midlands Highway Alliance Plus
MHA, MSIG, WMHA: Moving Forwards Together

Value and Skills

Wednesday 20 September 2023





Midlands Highway Alliance Plus
MHA, MSIG, WMHA: Moving Forwards Together

**Presentations: Growing Our Own Workforce:
A Local Authority Perspective**

Kully Boden – Derby City Council

Successful Apprenticeship Schemes

Richard Garratt – Leicestershire County Council

Sarah Carter – Leeds College of Building

- **Mark Saunders** – Client Director @ Colas Ltd
 - **Teresa Hylton** – Regional Director @ Waterman Aspen
 - **Ray Hulse** - Membership Development Officer @ Institute of Civil Engineers
 - **Alice Russell** - MHA Plus Service Improvement Group Coordinator
-





Midlands Highway Alliance Plus
MHA, MSIG, WMHA: Moving Forwards Together

Question:
How can we do more together to support MHA members in Growing Our Own?



Growing Our Own Workforce: A Local Authority Perspective

Kully Boden
Derby City Council



Derby City Council







Midlands Highway Alliance Plus
MHA, MSIG, WMHA: Moving Forwards Together

- **The Great Resignation**
- **Conscious Quitting**
- **Brain Drain**

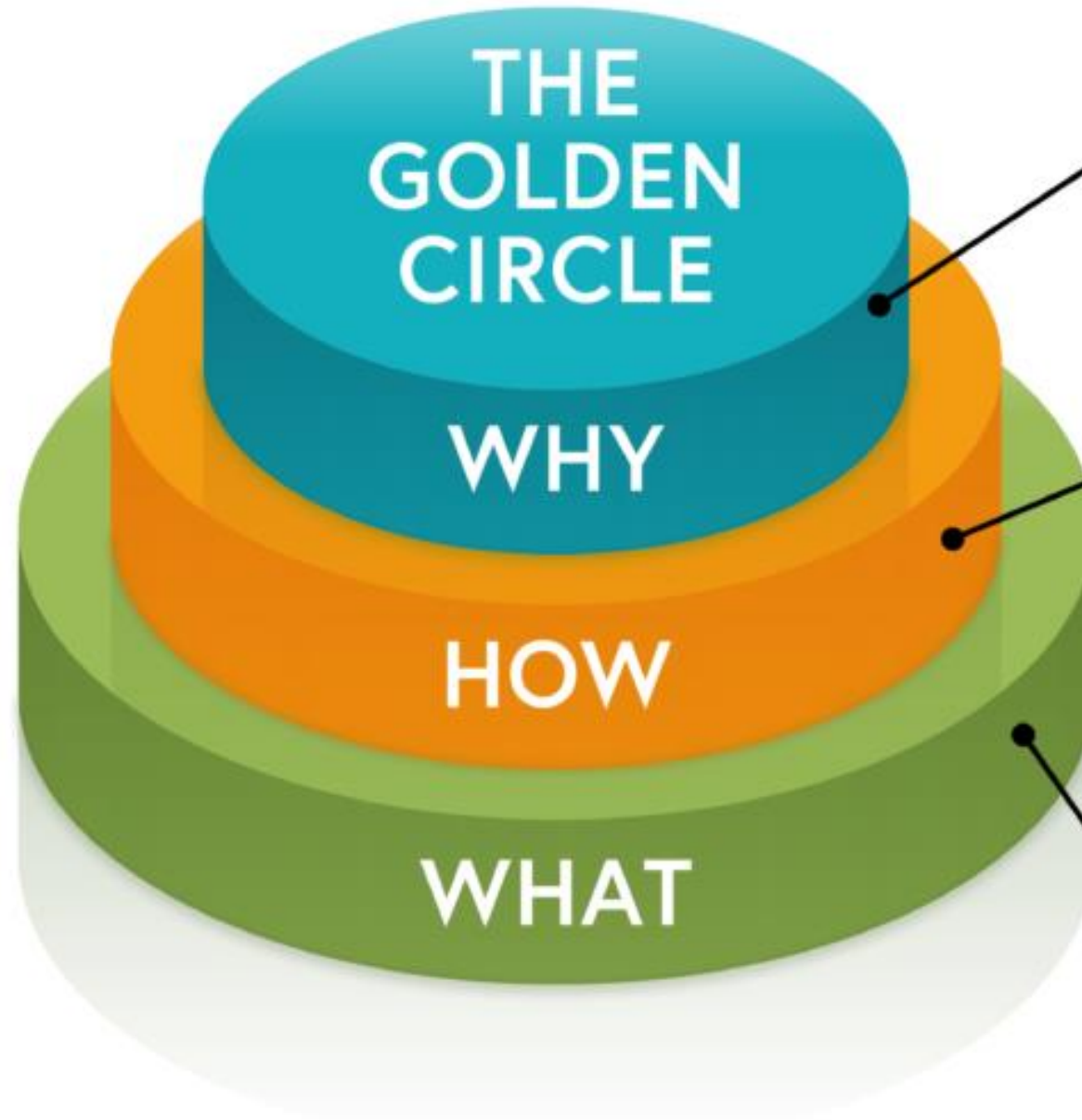


- **Stress and Burnout**
 - **No obvious succession plan**
 - **Pay scales available for the skills required**
 - **Unmet needs for benefits / perks**
 - **Flexibility / work life balance**
-





Midlands Highway Alliance Plus
MHA, MSIG, WMHA: Moving Forwards Together



Why do you do the job you do?
What is your belief?

How do you fulfill your belief (the why)?
What sets you apart from other employees?

What do you do to fulfill your belief (the why)?
What are you offering?



Midlands Highway Alliance Plus
MHA, MSIG, WMHA: Moving Forwards Together



Technicians and First Line Management





Midlands Highway Alliance Plus
MHA, MSIG, WMHA: Moving Forwards Together



Succession Planning





Midlands Highway Alliance Plus
MHA, MSIG, WMHA: Moving Forwards Together

**From the tools.....
Frontline Workforce
Supervisors and
first time managers**





Midlands Highway Alliance Plus

MHA, MSIG, WMHA: Moving Forwards Together

Rethink the model...

- Implement unskilled operative positions
 - Introduce career grade scheme linked to salary spinal points
 - Robust training programme with clear succession routes
 - Review overtime rates
 - Review job descriptions
 - Performance management measures
-



Apprentices





Midlands Highway Alliance Plus

MHA, MSIG, WMHA: Moving Forwards Together

- Career Grade Schemes
- Restructures
- Succession Planning
- Skills / Competency Matrix
- Apprenticeships
- Provide opportunities for growth
- New experiences
- Carbon Literacy Training
- Mentor Relationships

**Celebrate their growth,
show that you trust
them and that you care!**

