

Strategic Skills Planning at Scottish Water

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Louise McSorley – Strategic Resourcing and Skills Manager

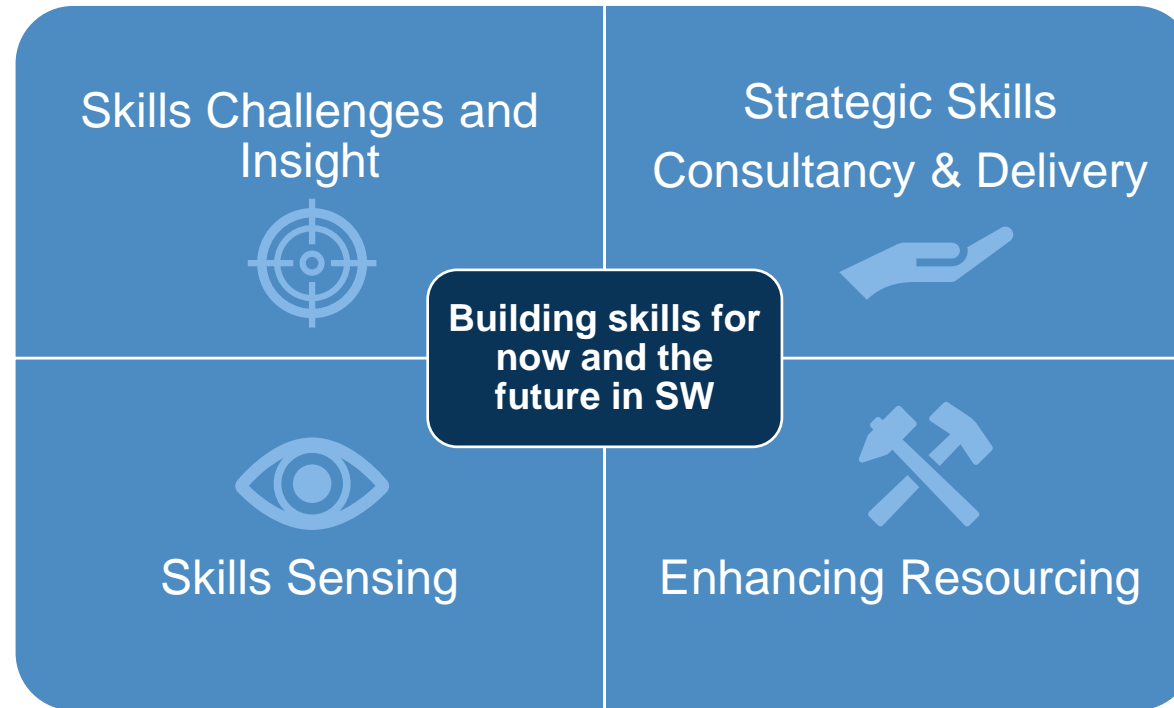


Scottish Water

- ✓ What we have found in Scotland which resonates with your experience at Danube Water
- ✓ What we are doing about the challenges we are experiencing – to share our lessons learnt

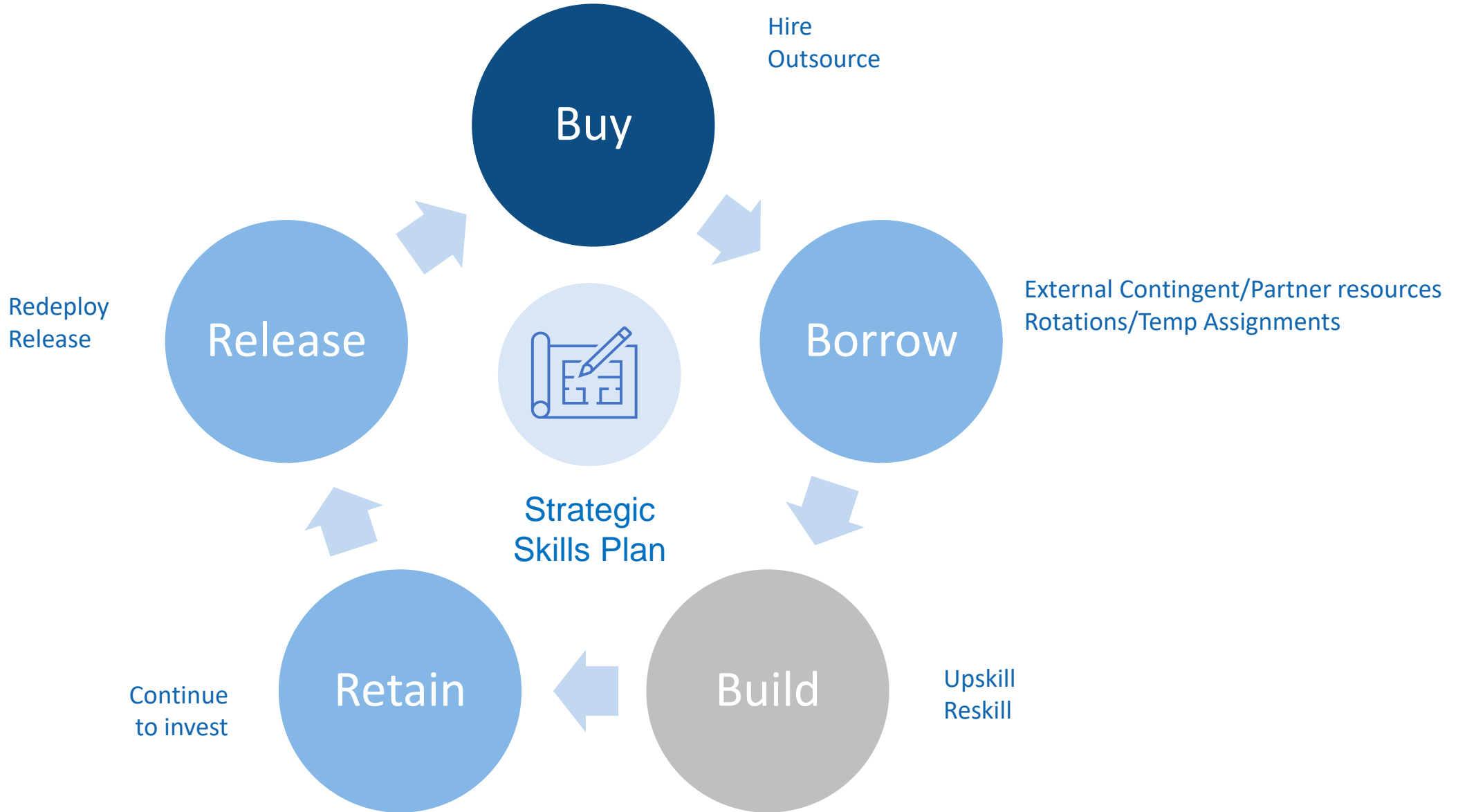


Strategic Resourcing and Skills



We will **plan** for and **build** the skills required for successful transformation while **ensuring** that our approach is **responsive** to the needs of an **agile organisation**.

Skills Solutions Framework- Gartner Model



Findings from Research on Resourcing Challenges

- 1. Recruitment & retention challenges**
 - Getting new entrants into the sector
 - Achieving reasonable levels of attrition
- 2. Attracting candidates from other sectors**
 - Relevant water experience
 - With aligned skills
 - Attracting Diversity
- 3. Regional pressures within Scotland (e.g., rural)**
- 4. Creating a culture of flexibility**
- 5. Engaging with Further and Higher Education**
- 6. Creating design/delivery solutions which help improve the wider skills challenges e.g. DfMA**
- 7. Future skills challenges –Digital, NetZero**



Skills/Resourcing/Talent Solutions

Skill	Issue	Solutions
Attraction	Widen people applying	<ul style="list-style-type: none"> ✓ Change our adverts to make them more accessible ✓ Use more people stories and attractive imagery
Analysis and Business Insight Skills	Need for this skill is increasing	<ul style="list-style-type: none"> ✓ Increase in recruitment of roles using these skills - #iLoveData campaign ✓ Analysis and Business Insight Development Programme to support people in role ✓ Internal Trainee Technical Specialist ✓ Graduate Apprenticeships - Business Administration with Analysis
Engineers and Engineering Project Managers	Tight recruitment market	<ul style="list-style-type: none"> ✓ Specialist Graduates ✓ Future Technical Specialist Programme
Leadership Skills	Demographic changes	<ul style="list-style-type: none"> ✓ Take the Lead – programme for aspiring Leaders ✓ Leadership Development Programme
Youth Pipelines	Demographic changes	<ul style="list-style-type: none"> ✓ Careers Map – youth outreach https://careemap.sw-content.co.uk/index.html ✓ STEM ambassadors - Science, Technology, Engineering and Mathematics ✓ Graduates, Graduate Apprenticeships, Modern and Foundation Apprenticeships
Continuous Improvement Lean/Agile	Increase in skills needed	<ul style="list-style-type: none"> ✓ Investment in Lean Belts across the organisation ✓ Planned Lean for Leaders course ✓ Development of Agile skills inc internal Scrum Masters
Specialist Skills including MEICA and Commercial	Tight recruitment market	<ul style="list-style-type: none"> ✓ MEICA Graduate Apprenticeships ✓ Specialist Graduates ✓ Possible future theme in Internal Trainee Technical Specialist Programme

Attraction into the Industry

https://careermap.sw-content.co.uk/index.html



Water Supply & Treatment 01

A screenshot of a career map website. At the top, there are three circular icons representing different roles: a water treatment tank, a water truck, and a person in a hard hat. Below these icons is a blue banner with the text: "Have a look at the videos and blogs below to hear from people working in these roles and what they do." Below the banner is a white grid of employee profiles. Each profile includes a small photo of the employee, their name, their role, and a short video or blog snippet. The profiles shown are:

- Abi Walker**: Water Treatment Modern Apprentice. A video snippet shows her working on a Water Treatment site.
- Nicole Bell**: Repair and Maintenance Modern Apprentice. A video snippet shows her explaining what she enjoys about her job.
- Liam Cullen**: Leakage Field Technician. A video snippet shows him explaining how his 4-year apprenticeship helped prepare him for his permanent role.
- Kade Sommerville**: Tanker Driver Modern Apprentice. A video snippet shows him discussing his class 2 HGV license and his current role.
- Jaden Kirk**: Pipework & Mechanical Modern Apprentice. A video snippet shows him working on a pipe.
- Scott Thomson**: WWT Technician. A video snippet shows him working in a water treatment tank.

Attraction into the Industry

<https://nationalschoolspartnership.com/initiatives/generation-h2o-primary/>



About Paid Opportu

Scottish Water

GENERATION H₂O

NATIONAL SCHOOLS PARTNERSHIP



Home About The Programme Events Resources News

Scotland's STEM Ambassador Hub

STEM Ambassadors in Scotland is based at SSERC and coordinates the STEM Ambassador Programme across Scotland on behalf of STEM Learning.

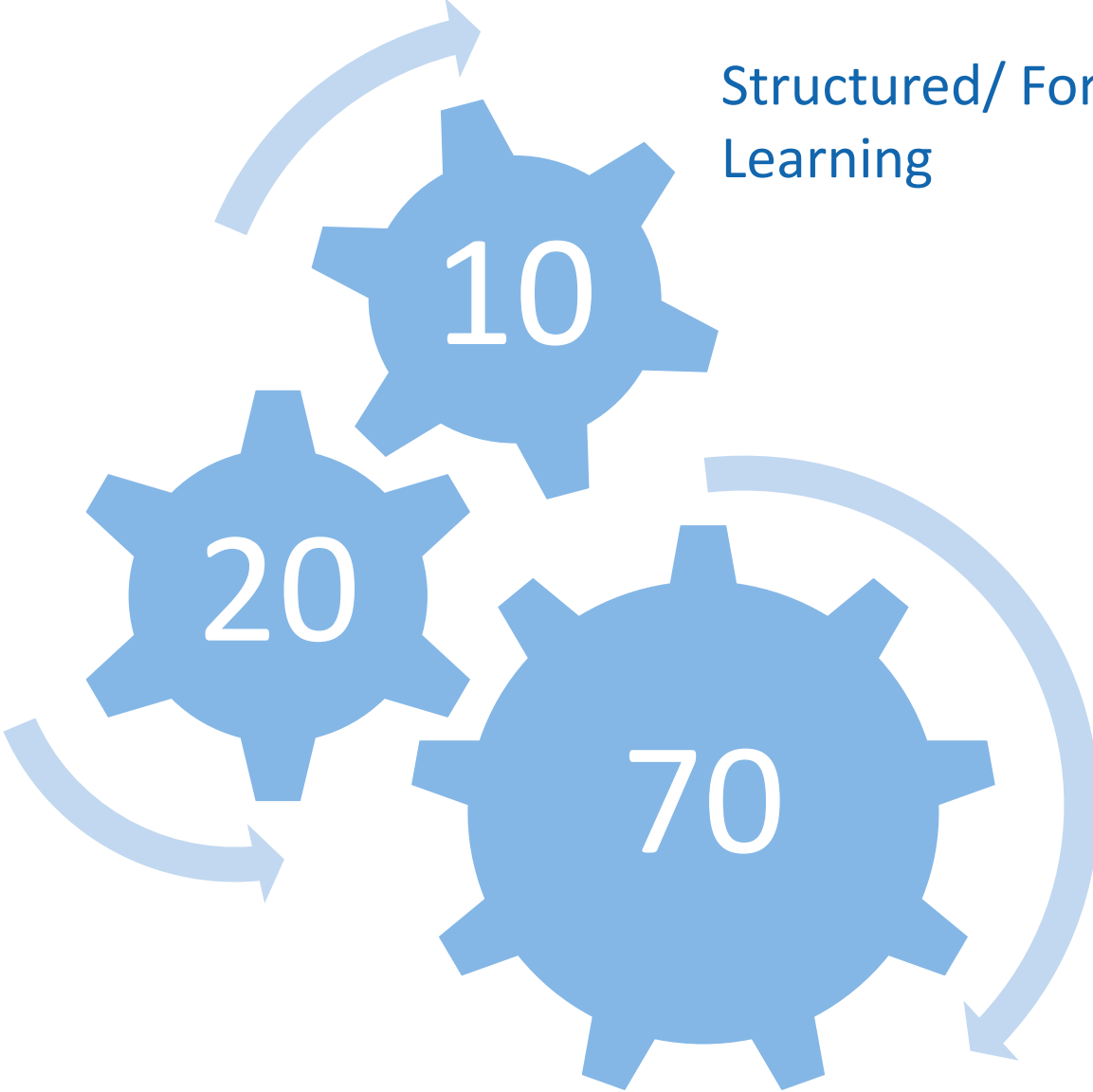
About us



Skills Interventions

70-20-10 Model

Social/Reciprocal Learning



Structured/ Formal Learning

Experiential Learning

Any questions?

