

Identifying and Developing Skills within your Workforce

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09:30-10:30, 30 November 2023



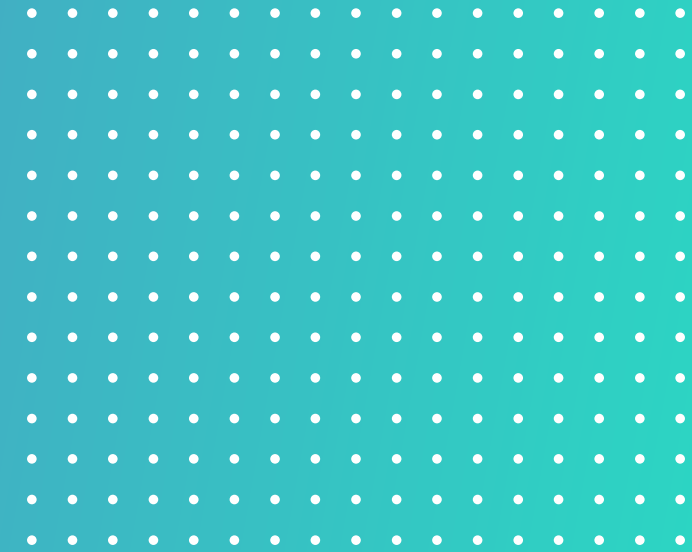
Rear Admiral Jim MacLeod CB CVO
UK Advisor
WithYouWithMe



Victoria Templeton
HR Knowledge Manager
HR Solutions



Sue Watson
Operations Director
HR Solutions



Meet Samantha



...to Full Stack Developer
(Java)



The problem

If we can address the digital skills gap
it will future proof our organisations.



82% of jobs in the UK require digital literacy skills



30% of jobs in the UK are projected to become automated by 2030



91% of UK employers are experiencing a skills shortage



64% of UK employers believe that the tech skills shortage directly impacted their organisation or department during FY 2020 and 2021.



Step 1:
Understand the skills in
your workforce

FORMER DEFENCE

WORKS IN CONSTRUCTION

PUZZLE

SOLVER

Shows LEADERSHIP

skills

Practical

THINKER

PREFERS

Rugby

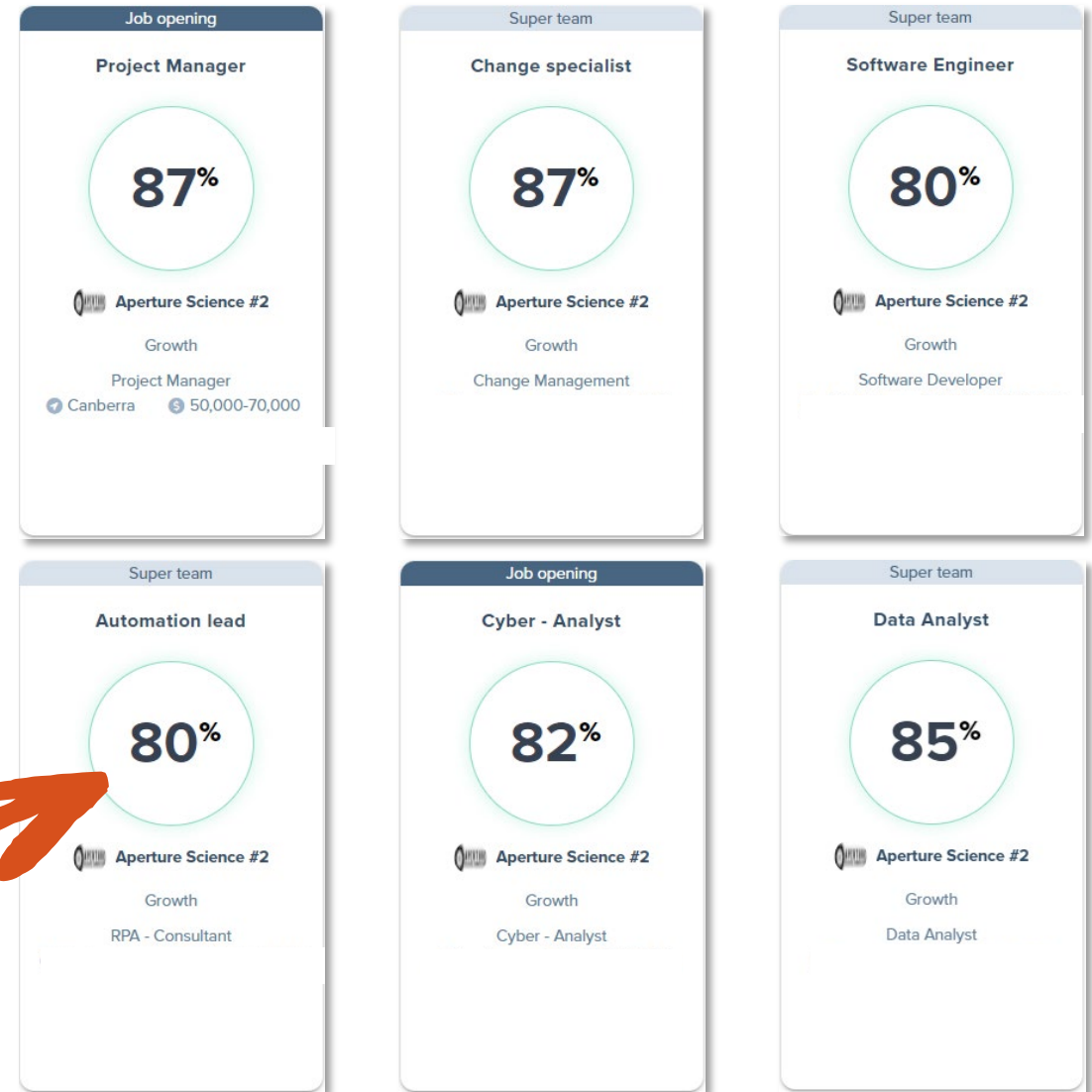
TO

SOCCER



Join us for change

Matching people to skills based on aptitude





Step 2:
Establishing a skills
framework for your organisation



SFIA: A framework for the future-proof digital workforce



The framework has seven levels of responsibility and covers many skills and behaviours, including:

- Technical
- Business
- Personal
- Digital
- Leadership
- Service management



Step 3:
Leadership to overcome
organisational inertia



To identify and develop the skills in your workforce

- * Test for potential
- * Establishing a skills framework
- * Lead through pilots / trials / convince through action and results not logic



Thank you

Let's connect

To arrange a meeting following the event please scan the QR code below



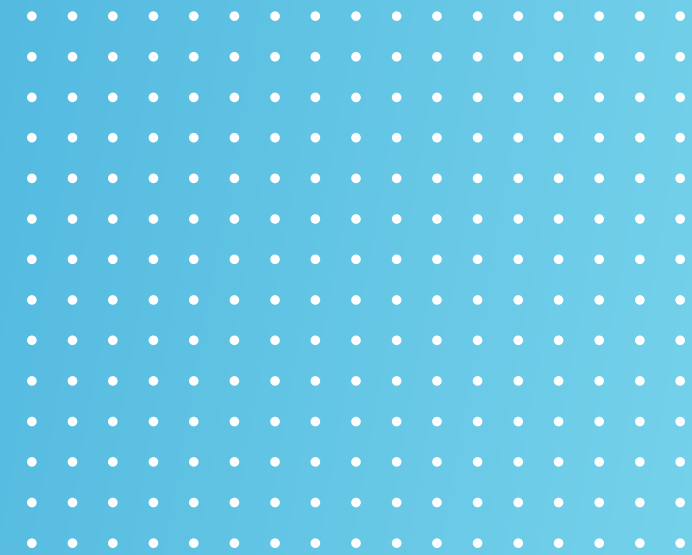
Kady Marriott
Associate Partner, WithYouWithMe



Methods to increase skills within the workplace

- Blended learning
- Quiet hiring
- Management training







What is blended learning
and why is it important?

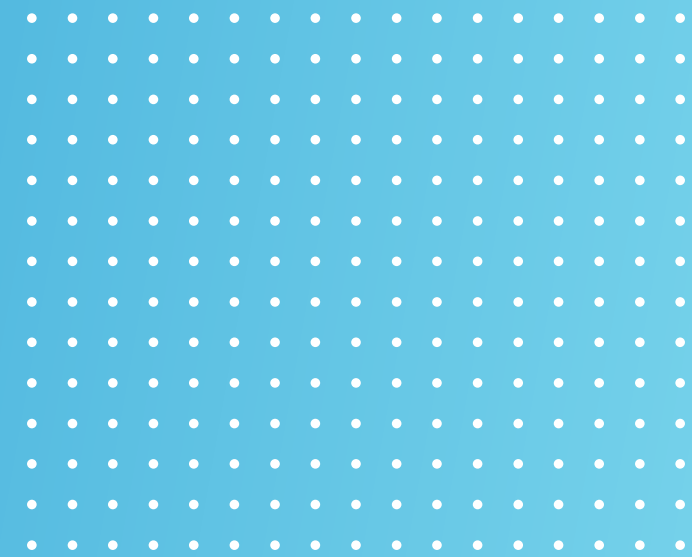
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Combining 1+ ways in which to
develop the skills and capabilities
of your workforce



Blended learning can

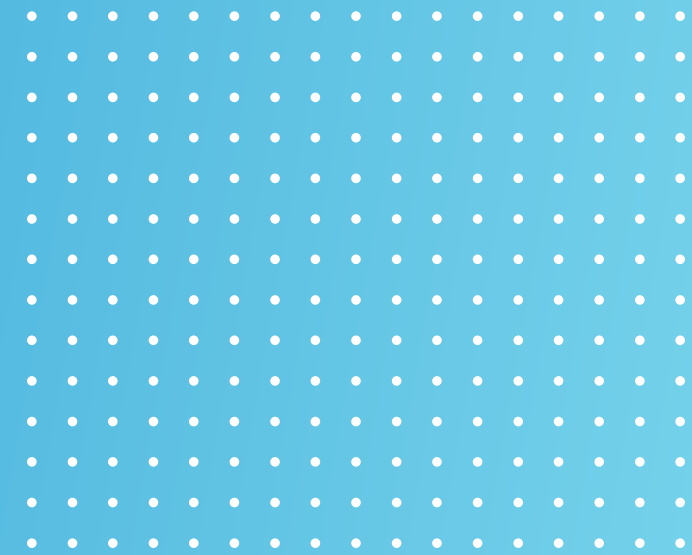
- Increase flexibility and accessibility
- Improve cost effectiveness
- Provide a personalised learning path
- Develop a more inclusive approach to skills development
- Enhance engagement and motivation
- Enhance knowledge sharing and collaboration





Ways in which to develop skills and knowledge

- On the job training
- Mentoring
- Coaching
- Job rotation
- Secondments
- Shadowing
- E-learning
- Distance learning
- Webinars and reading/research
- Apprenticeships



What is quiet hiring?

Quiet hiring = an organisation acquiring new skills without hiring new employees





Benefits of quiet hiring

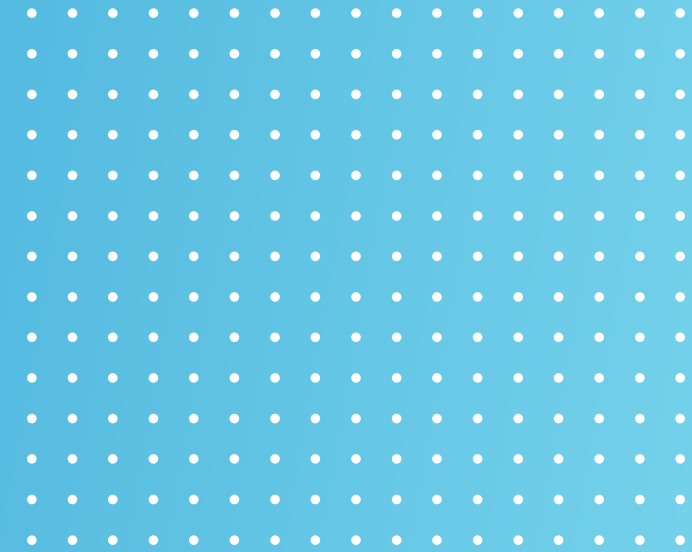
- Cost savings
- Greater flexibility
- Improved morale
- Reduced turnover

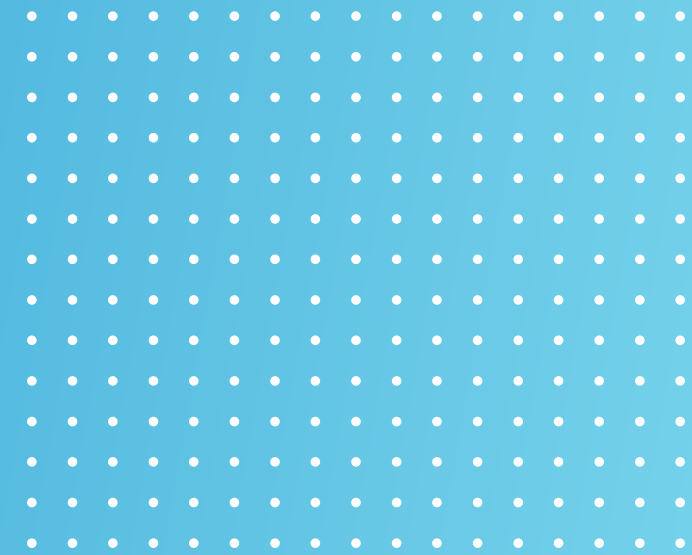




Challenges of quiet hiring

- Perceived lack of transparency?
- Burden on existing staff?
- How do you identify and develop the right skill?





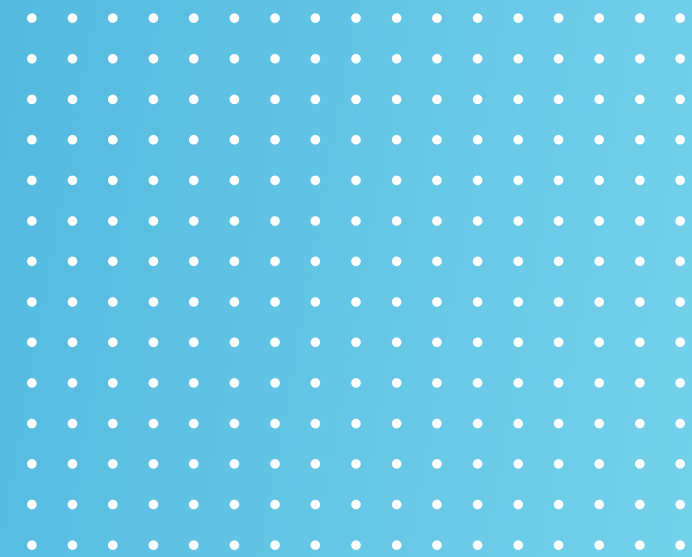


Methods to increase skills within the workplace

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Management training

- Leadership development
- Management training





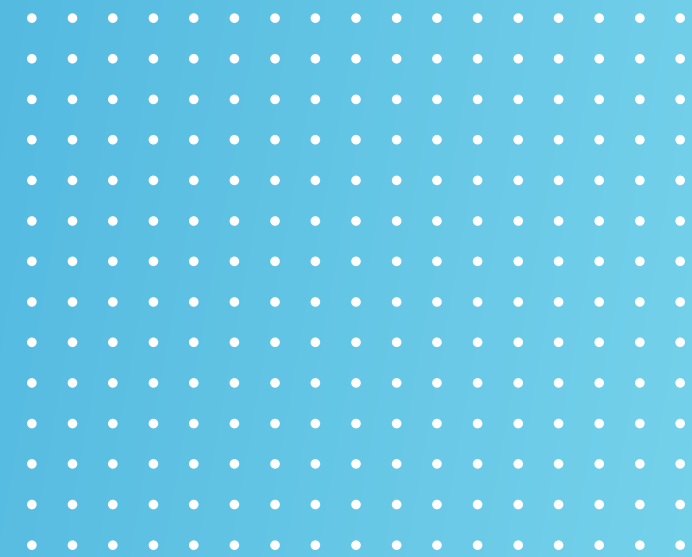
Methods to increase skills within the workplace

Leadership development

- Some people are born leaders
- Others need to be nurtured and developed

Management training

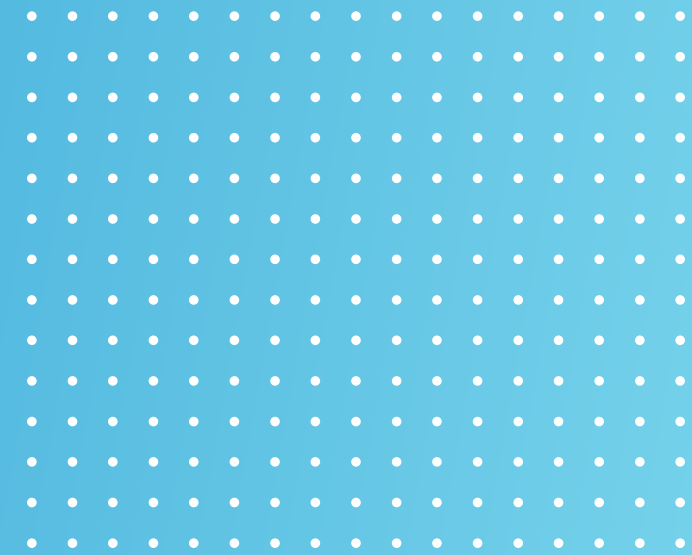
- Effective management of people
- Protect the business from the risk of a tribunal claim
- Regular line management training throughout their career
- Technical and soft skills

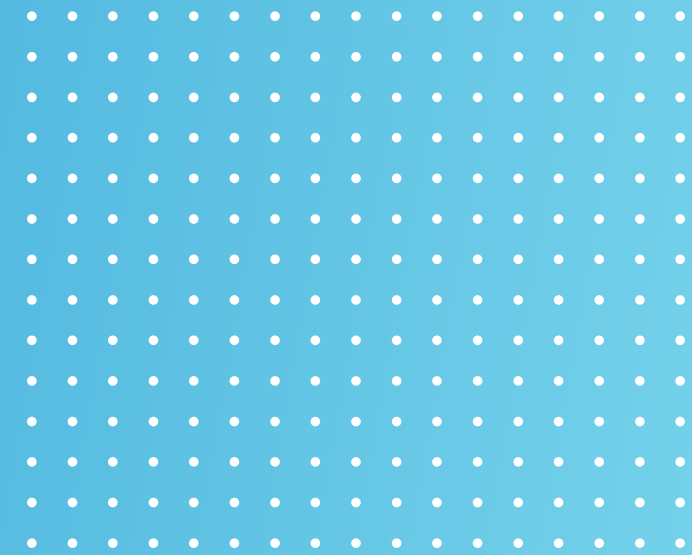




Methods to increase skills within the workplace

- **Systems that identify and develop talent**
 - Performance Management Systems
 - Appraisal process
 - Training needs analysis
 - 360 feedback
 - Succession planning framework
 - Management development programme







ILM and other management development training

- Effective Communication Skills
- Leading the Team
- Managing Conflict at Work
- Effective Appraisal Skills
- Managing Performance
- Recruitment and Selection
- Holding Difficult Conversations
- Equality, Diversity & Inclusion
- Managing Grievance
- Managing Disciplinary
- Employment Law
- ILM Level 3
- ILM Level 5

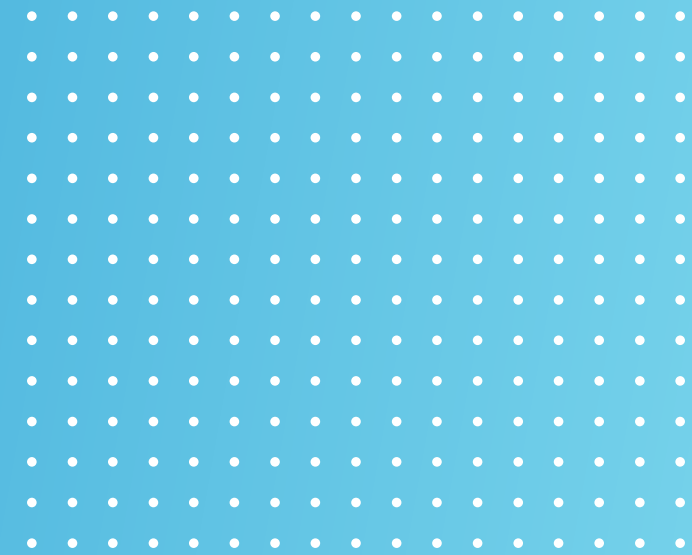




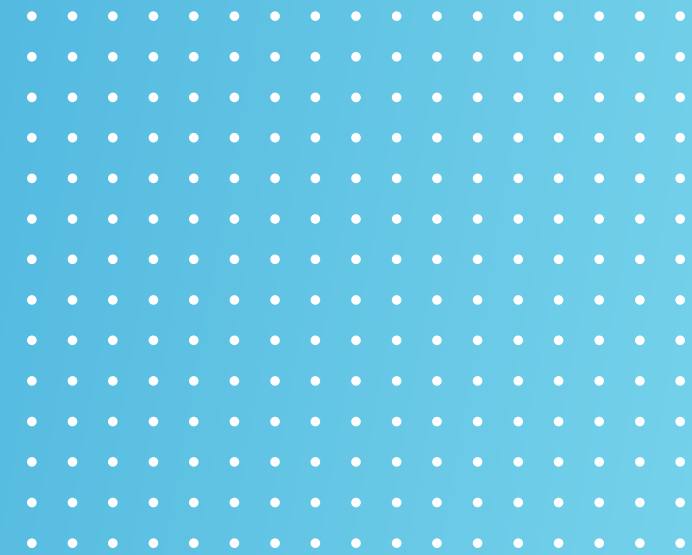
Upcoming free webinars

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- The HR year ahead – what are the key trends to watch?
 - 14 December
- Apprenticeships – a solution to your recruitment challenges
 - 11 January 2024
- Menopause in the workplace – how to support your employees
 - 30 January 2024
- Tools for effective performance management at all levels
 - 15 February 2024
- Why we're seeing an increasing need to support long term sickness
 - 14 March 2024
- Virtual Employment Law Seminar
 - 28 March 2024







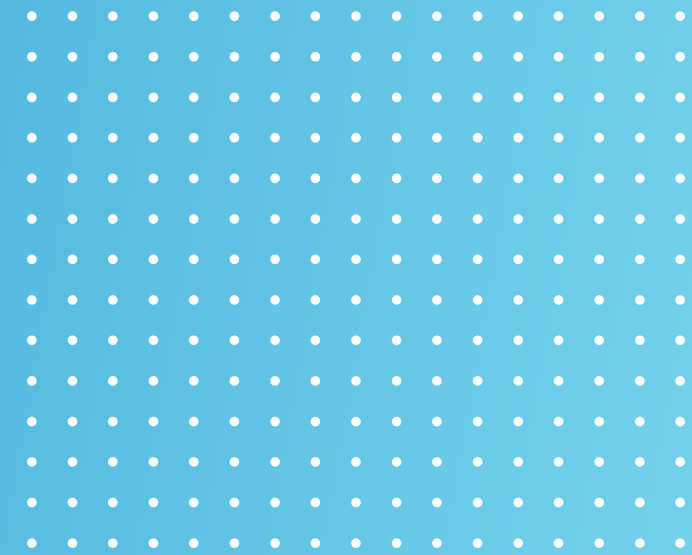
Further Information?

HR SOLUTIONS

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