

# Evolving our workforce

Thursday 7<sup>th</sup> March 2019

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Engineering  
Facilities  
Environment  
Utilities  
Transport  
Defence  
Justice  
**Better Places**

Creating **better places** to live, work and travel

Putting People First | Delivering Great Service | Creating Better Solutions





## Our values



**Looking out for each other in our relentless pursuit of zero harm**

Involving and empowering everyone to deliver and grow

Being both accountable and supportive



**Showing our passion for great customer service**

Delivering brilliantly on what we promise

Listening and responding quickly to solve problems together



**Collaborating, sharing our knowledge and learning from best practice**

Doing things better every day

Innovating and finding new ways to improve and make things simpler

# Vision 2030

"Through **collaborative innovation** - putting the **automation of highways activities** at the heart of what we do - we will **eliminate the potential for harm**, **increase efficiency and reliability** on the road network **for the benefit of roadworkers and customers.**"

James Haluch, Managing Director Highways





# Vision 2030 – Our People

Vision 2030 - a clear paradigm shift which fundamentally changes our industry for the benefit of our people and our customers.

## The current challenge we face – Our People

‘Our industry lacks the diversity, skills base and talent pipeline to deliver a road network fir for the future.’

## Our aim by 2030 - Our People

‘An agile workforce and culture – multi-skilled, technologically savvy – which can meet the demands of the industry delivering services effectively and efficiently.’

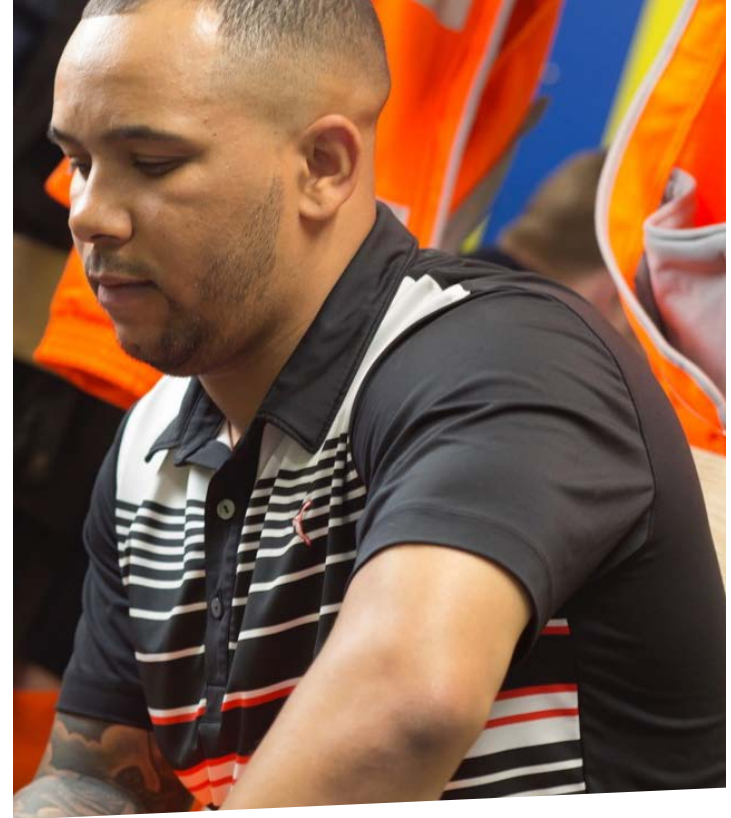


# Our People

The future skills we need are evolving, so it's important we take the steps now to enrich and enhance our teams to be ready for the future

We're committed to developing a working environment where we celebrate successes and differences

- Use data to make more informed decisions, drive accountability and improve engagement and performance
- Encourage our people to develop their careers at Amey through effective talent management and succession planning



# Deliverable 1

## Re-skilling of existing staff

Area 10: Data Driven Approach

Area 7: Robotic Mowers

Assisted Roadside Deployment



# Deliverable 2

## Attracting & retaining future talent

- Strategic Workforce Planning
- Employee Value Proposition
  - Changing our Recruitment Approach
  - Career Maps
- ED&I
- Wellbeing

**Attract**

**Support**

**Develop**

**Retain**





A wide-angle photograph of the Golden Gate Bridge in San Francisco at dusk. The bridge's iconic orange-red steel structure is illuminated with warm lights, which reflect on the calm water below. The sky is a deep blue with soft, wispy clouds. A white rectangular box is overlaid on the right side of the image, containing the text "Thank You".

**Thank You**