



# How we can help you grow your workforce for the future

**To support you in responding to the requirements in the NHS Long-term Workforce Plan and integrated workforce planning guidance, we can help you establish effective strategies for attracting and retaining talent including:**

- Developing Employee Value Propositions (EVPs)
- Enhance leadership skills, manage talent, and prepare for succession
- Explore innovative approaches to work, introducing new roles, and developing local talent supply
- Maximise opportunities through apprenticeships and skills levy share
- Reduce agency reliance through development of collaborative banks
- Extend and create collaborative working, growing the role of social care
- Develop a comprehensive people strategy that is both meaningful and responsive to system-wide needs.

## Why choose MLCSU?

- By the NHS, for the NHS
- Lead, collaborate and offer skills transfer with colleagues as required
- Pull in multi-disciplinary teams as necessary such as business intelligence, workforce analytics, HR, organisational development, and so on
- At-scale delivery model providing efficiency
- Impact assessment and business case development expertise
- Focus on equality, diversity and inclusion and proven results of improving diversity at all levels
- Flexible engagement options and straightforward, rapid procurement and delivery
- HR Magazine HR Excellence Awards 2023, shortlisted for Best Recruitment and Workforce Planning Strategy.



### Case study: Collaborative recruitment of healthcare support workers

We employed a collaborative model of recruitment to support the need to onboard healthcare support workers across a system both quickly and on a large scale. On the back of a digital attraction strategy, we provided the client with rolling shortlisting, interview and pre-employment check process. In a 12-month period we vetted over 1000 applications, shortlisted for interview over 400, and offers were made to 75% of candidates.



### Case study: Management and leadership development programme

Developed bespoke management development programme addressing the needs of an integrated care board, with a focus on soft skills around communication, compassion and empathy. Delivered virtually the programme combining skills from organisational development and HR practitioners to gain balance between legal frameworks for strong management skills and to build high performing teams. Feedback from participants was overwhelmingly positive with outcomes including higher levels of engagement, greater resilience, new skills, knowledge and confidence, and culture of compassionate leadership.

## How we do it:

Working with a team of experts we bring a mix of skills and experience together to:



Undertake diagnostics of your current challenge and position



Make links with your workforce plan, future models of care and workforce needs taking a system wide 'one workforce' view



Facilitate system level discussions to maximise opportunities for collaboration and scaling of services where appropriate



Identify and engage with partners to support local workforce supply and widening participation opportunities



Support and programme manage delivery, reporting through your governance structures as required.

**Enabling you to be outstanding through transformative people solutions.**

For more information on our products and services contact us today:

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