Building the Digital Workforce

Helen Thomas, CEO Digital Health and Care Wales

Rewired – 14 March 2023

GIG CYMRU NHS WALES | Iechyd a Gofal Digidol Cymru Digital Health and Care Wales

Best Place to work in IT

Winners of the BCS UK IT Industry Award 2022

Judged the UK organisation providing the best employment and career opportunities for IT professionals

Recognised for our value to IT, commitment to diversity and inclusion and skill and career development for staff

An enabling culture

Valuing people

Flexible and hybrid working

Fast track career progression - 1 in 5 promoted last year

Career-long professional development

Graduate & apprenticeship programmes

People & OD Strategy and OD Executive Director

Upskilling

Focus on health and wellbeing

Frequent staff surveys

Inclusion, diversity & equality

91% - motivated to work in DHCW

85% - very good/excellent place to work

83% - felt connected to work colleagues

Nurturing talent and building resilience

Skills development for health and care

Partnership and collaboration

Partner of the Welsh Institute of Digital Information (WIDI)

- building a talent pipeline

- upskilling staff

- tailored professional qualifications

- apprenticeship & graduate schemes

- sponsorship up to Phd level

Focus on innovation and continuous improvement

Collaboration with Health Boards, Trusts, Social Care, Community Groups, third party suppliers and Trade Unions to deliver new services

Next steps – allowing people to do their best work

Growing our own

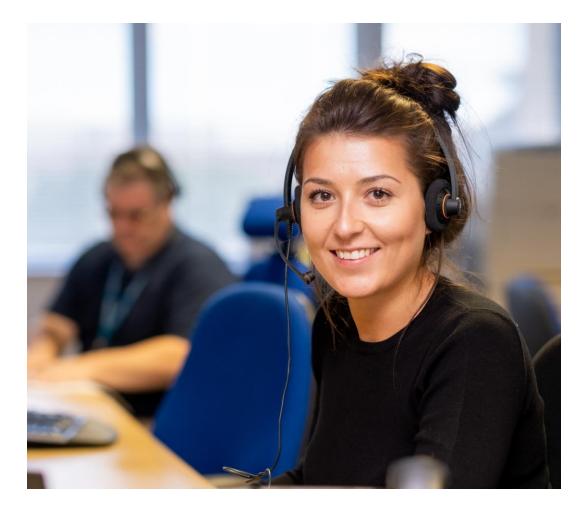Clear career pathways

Succession planning

Diversity and inclusion

Trust and respect

More women in technology

Agile and flexible working to maximise technical skills available

All Wales Digital Profession Review (10-year forecast)

- Framework to develop career paths, development programmes, influence academia, support retention and recruitment and strategic workforce planning across NHS Wales

Diolch / Thank you

igdc.gig.cymru
dhcw.nhs.wales

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