

# Building capability

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# AMP8 – a great opportunity

- ✓ Boosting the North West economy and supporting growth
- ✓ Different mix of skills needed
- ✓ Supporting 30,000 jobs in the North West



Attracting new  
skills and talent

**SIMPLER**

**SMARTER**

Developing,  
growing and  
retaining key  
talent

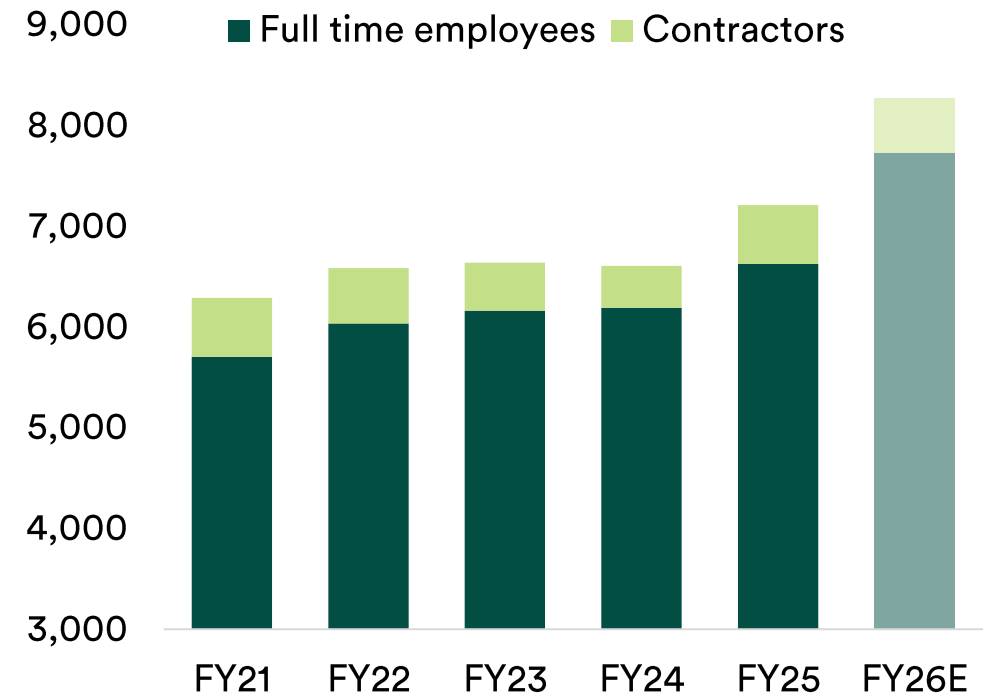
**BETTER**

Providing an  
inclusive, safe and  
engaging place to  
work

# Setting ourselves up for success

- ✓ Attracting new talent  
1,500 new starters; new pools of capability; five-county model
- ✓ Drawing on talent from other sectors  
70% of senior leaders have been either recruited, promoted, or taken on additional responsibilities
- ✓ Developing talent  
Invested in over 500 apprenticeships; award-winning training provision; strengthening leadership capability

Headcount



# Retaining talent

- ✓ Great engagement: 87%  
A place where your voice is heard
- ✓ 91% proud to be part of UU  
With 90% recommending UU as a great place to work
- ✓ Glassdoor  
4.5 rating; 91% CEO approval rating
- ✓ Strong employee voice  
Call it Out; colleagues engaged in driving improvements
- ✓ Low attrition at 5%  
Recruitment savings of between £8–10m



# Inclusive culture

- ✓ Diversity of thought  
Embracing our differences for better outcomes
- ✓ Strong STEM employer  
Female engineers above national average; partnering with schools to promote
- ✓ Opportunity for all  
Maximising opportunities to attract diverse talent, working with supply chain





# Building on a great foundation

- ✓ Additional 1,350 new starters  
Including a further 750 apprentices and graduates in AMP8
- ✓ Over 175,000 training events  
Upskilling colleagues for this AMP and beyond
- ✓ Building leadership performance and strength  
Modernising and automating people services;  
targeted development and rotational job moves



# What does better look like?

- ✓ Great people
- ✓ Highly motivated and committed
- ✓ Delivering AMP8 and beyond

