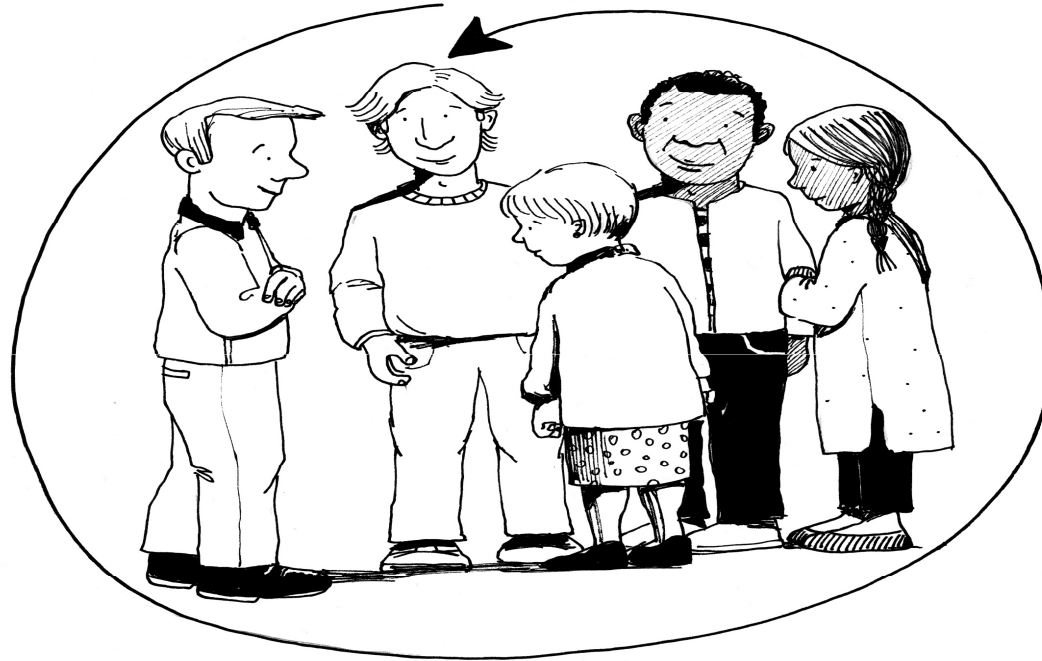


# City of York Council Workforce Plan



2010-12

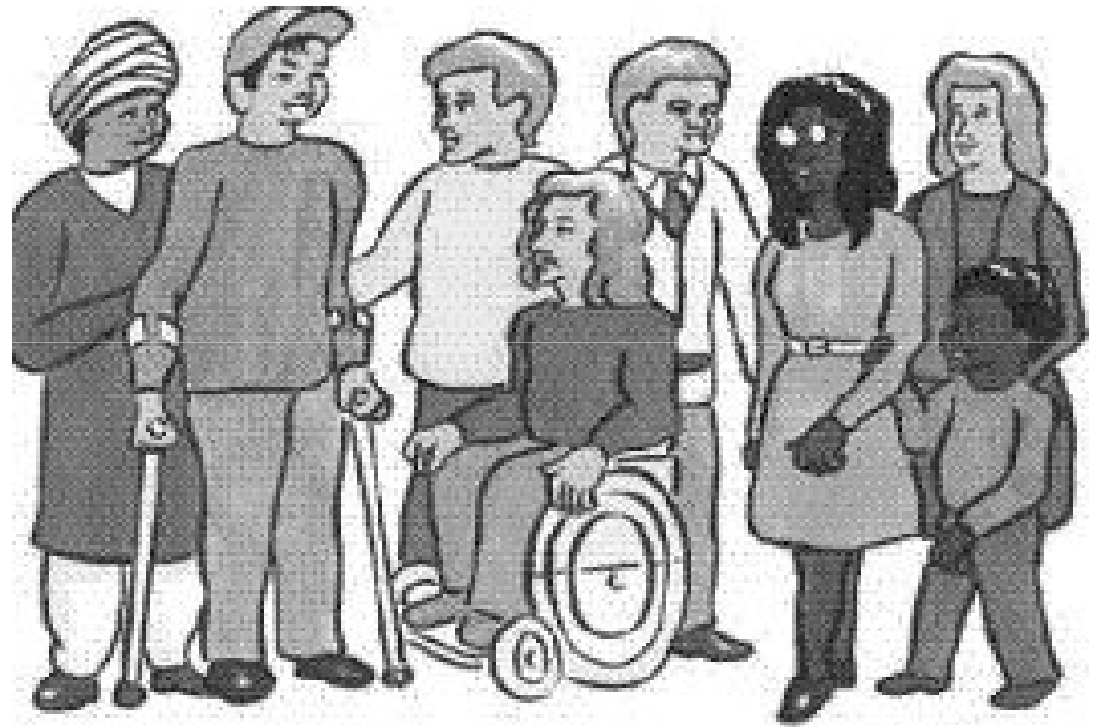
# What is a Workforce Plan?

- Making sure the council has:
- the right people
- with the right skills
- to deliver services



# York's profile

- 195,000+
- Aging
- 17% disabled
- 9% BME
- 8% are aged 60-65



# CYC's workforce profile



- 8000+
- 137 Disabled
- 253 BME
- 337 under 24
- 505 over 60

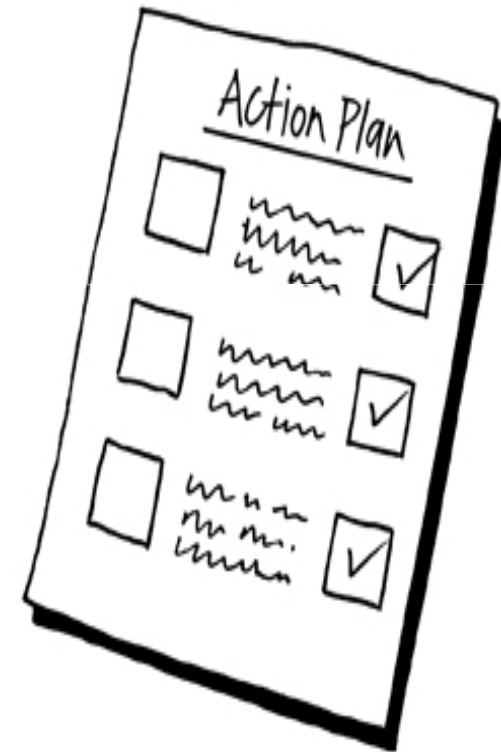
# 5 Objectives

- Transformation & culture change
- Efficiency
- Customers
- Diversity
- Partnerships



# The Diversity Objective

- Job opportunities for all
- More disabled, young and BME people in council jobs
- Fair and inclusive culture
- All staff to have diversity training



# The SERG suggested:

- Diversity training
- Targeted recruitment
- Flexible working



# What do you think?

## How can the council

- Offer job opportunities for all?
- Ensure more BME, disabled and young people in council jobs?
- Create a more inclusive culture?

