



Unlocking skills insight for workforce planning

How we will build “the most capable workforce”





A good way to bank

Unlike the banks we are owned by our members, not shareholders. That's anyone who banks, saves or has a mortgage with us. Which means we can always focus on what's best for them. It's our fundamental difference and what makes us a good way to bank.



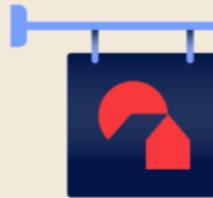
Membership

Member-only products are just 1 of the benefits of being a member of Nationwide. You also get a say in how we're run through our Annual General Meeting (AGM).



Social investment

We give 1% of our pre-tax profits to charities. Because we're guided by a social purpose and aim to make communities better places to live.



Branch Promise

We know the importance of face-to-face banking. So, everywhere we have a branch, we promise to still be there until at least the start of 2028.

Formed in 1884

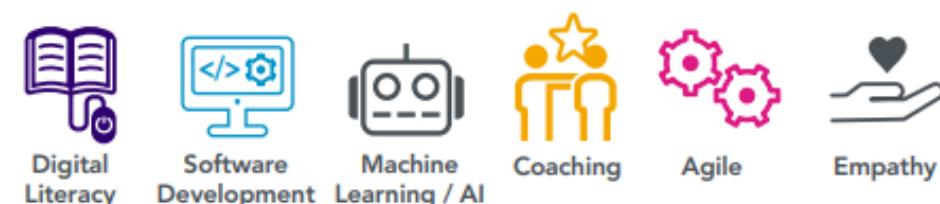
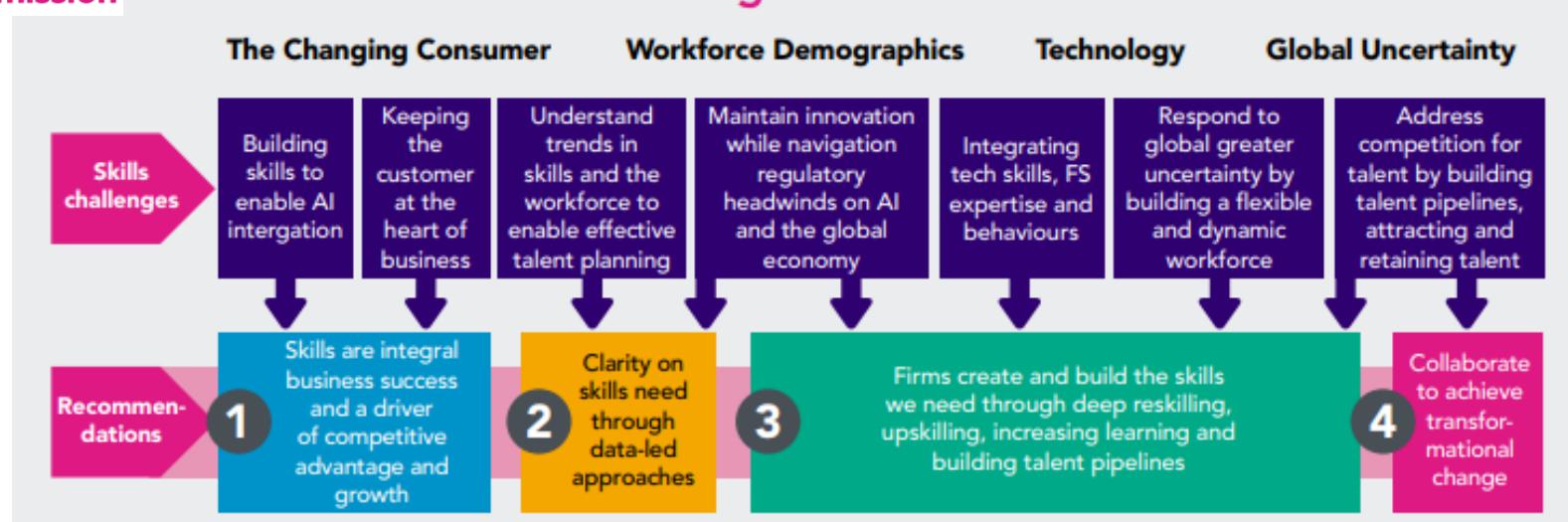
~18K Permanent Employees

Over 600 UK retail branches

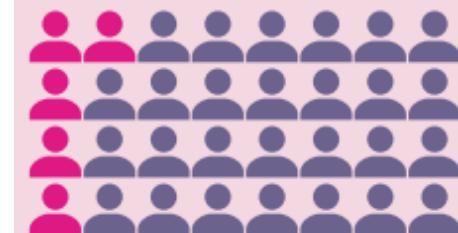
Why Gloat? – Skills transformation in Financial Services...



Megatrends



The sector already has a significant skills gap. Investment in skills has not kept pace with changing skills needs – meaning we now have a skills and capability gap. Research by EY estimates that at least 16% of the UKFS workforce equivalent to 160,000 workers currently require upskilling, with an estimated 8% proficiency shortfall across all skills, including [FSSC Future skills](#).



16%
currently require upskilling



May 2022 – The big bang!



edcast

Grow

gloat

Grow Learning

SKILLS

Grow Opportunities

edcast interface:

- Header: edcast, Nationwide, Discover, Feed, Groups, Me, Announcements, Search, Notifications, Joseph, More, + Create
- Menu: RECOMMENDATIONS, FOLLOWING, ASSIGNED, PROMOTED
- Profile: Joseph Dixon
- Content cards:
 - What Is The Difference Between Data Analysis And Data Visualization?... Article - 6m
 - How to Handle Internal Communication With a Young staff Article - 6m

Find your next opportunity

Suggested for you

- Monitor**: This mentor could be a great fit for you! Swindon, UK. This colleague can help you reach your job aspirations. Mark Jackson, Strategic Workforce Planning Lead
- Position**: Accountant. Held remotely.
- Project**: Communication Manager. Project Name. Held remotely.

gloat interface:

Find your next opportunity

Suggested for you

Ask to be considered for these opportunities if you're interested.

Monitor: This mentor could be a great fit for you! Swindon, UK. This colleague can help you reach your job aspirations. Mark Jackson, Strategic Workforce Planning Lead

Position: Accountant. Held remotely.

Project: Communication Manager. Project Name. Held remotely.

What is Grow?

A learning and opportunities tool to help you grow.

What does Grow Learning do?

- It's a one stop shop for learning - it will help you prepare for your next opportunity and keep your skills fit for the future
- It presents you with bite-sized, internal and external content, on the move, which is tailored to you

What does Grow Opportunities do?

- Records your skills and matches these to permanent vacancies, projects and mentors.
- Gives a view of the skills in the Society and any skill gaps

How will Grow Opportunities and Grow Learning work together?

- By joining up the platforms, and driving a behaviour of developing skills, we will be able to track whether we are closing skills gaps
- As an individual, the platform can highlight skills gaps to you and link them to learning



Helps colleagues find their next chance to develop by matching their skills and development skills with opportunities across the society

Strategic Workforce Planning

Allows collection of skills data to understand the skillsets of our workforce

Identifying current and future skills gaps

Deep upskilling of key roles aligned to industry and workforce needs

Enabling ‘the most capable workforce’ through a skills-first mindset



This helps us put our people and their skills at the core of our future workforce strategy

Monthly Prize Draw

Skill it to win it!

How the prize draws work

To be entered, you'll need to have logged into [Grow Opportunities](#) to review and update your skills (if needed) in the month before the draw takes place.

The number of entries into the draw will be equivalent to your profile completeness score. The higher your profile completeness, the more entries you'll get into the draw.

Profile completeness score	Number of entries
0 - 1	1
2	2
3	3
4	4

Announcement

Chelsea Hill Mar 5 • @2 1 share • Seen by 11,848 ...

Your March [Grow Opportunities](#) prize draw winner

More than 2500 of you logged into Grow Opportunities again last month, meaning another £50 prize pot!

Congratulations to [Sunali Gainey](#) from [Telephony \(Savings\)](#) who is this month's winner 🎉

A special mention to Gino, the Golden Retriever, who starred as our adjudicator of the month and ran a tight ship to make sure no cheating was involved. I think we can all agree he looks handsome in a headset and will have the ladies lining up after this post!

Want to be in with a chance of winning up to £100 every month? [Take a look](#) at how it works and spread the word to increase the prize pot!

Don't forget, for quicker and easier access to Grow Opportunities, you can use the Teams app located on the left-hand side of Teams. Depending on your screen size, you may need to click the 3 dots to see more pinned apps.

Good luck for next month's draw and remember, you need to **skill it to win it!**

see less



Love Comment Share ▾

Thumbs up, heart, smiley face, You and 50 others



Skills Dashboard Demo

Skills Frameworks – Understanding current capability



Skills for all practitioners of risk



Beginner

I've only just started to understand this skill. I have done an online course or some reading about the subject. I've touched on this skill in my role or previous roles but would need supervision and/or detailed instructions to perform the skill confidently.



Intermediate

I use this skill in my current role or have used it in previous roles and am confident. I no longer need to follow instructions to use the skill and I can provide some basic training to others.



Advanced

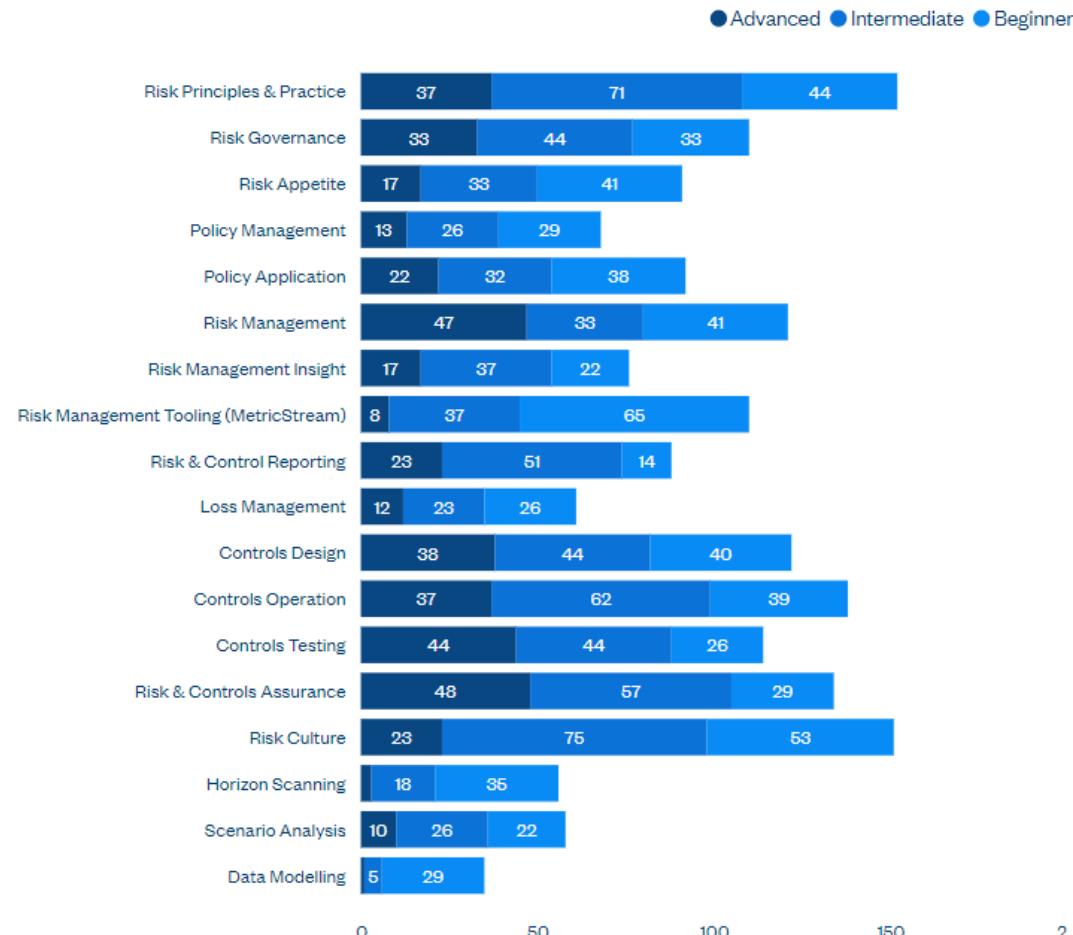
I'm highly confident in this skill. Colleagues in the Society reach out to me to share my expertise.

- > Risk Management Tooling
- > Risk & Control Reporting
- > Data Modelling
- > Loss Management
- > Scenario Analysis
- > Horizon Scanning
- > Controls Design

Skills Frameworks – Understanding current capability



RCSF Skills by Manager Proficiency Rating



1,309

Employees Listing Skills

8,213

Skill Count

7,665

Employee Rated Skills

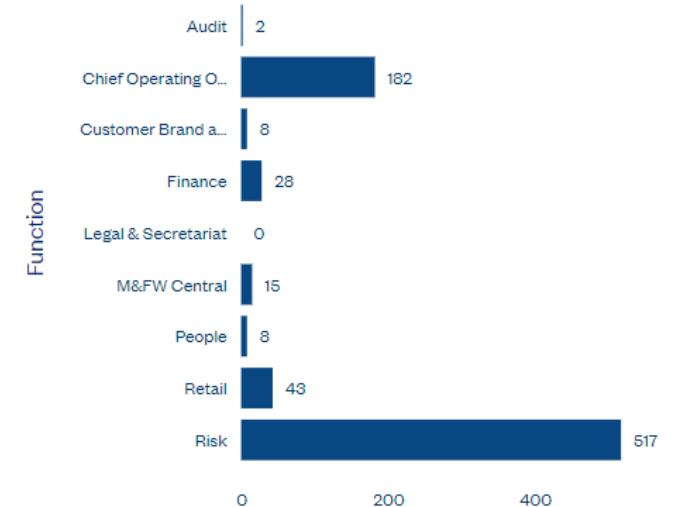
6,586

Manager Rated Skills

6,560

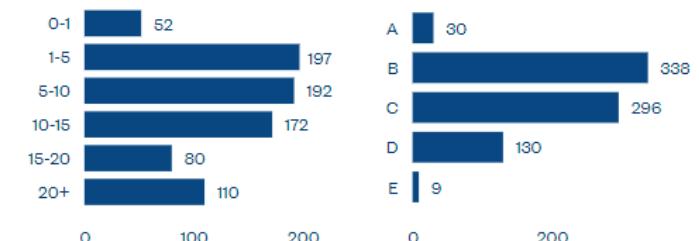
Rated by Both

Employees with Manager Rated Skills



0 200 400

Tenure



0 100 200



Questions?