

Planning and preparing



This section outlines the origins, strategic drivers and early decisions that shaped the People Story Dashboard.

Origins and motivation

Work towards the initial conception of the dashboard began in 2022, as part of HNY ICB's broader People Strategy. This strategy resulted in the development of the Workforce Breakthrough programme, which in turn led to the creation of the People Story Committee and the People Story Dashboard.

Workforce Breakthrough programme

The Workforce Breakthrough programme is the cornerstone of workforce transformation in Humber and North Yorkshire, providing the strategic framework for initiatives like the People Story Dashboard.

- **System-wide transformation** – the programme was designed to improve attraction, recruitment, training and retention across health and care sectors.

People Story Committee

The People Story Committee was established to lead partners to develop, communicate and maintain a five-year workforce plan across the health and care system.

- **Creating an evidence-based tool** – led to the aim of building a workforce planning dashboard for system partners, which became the People Story Dashboard.
- **Catalyst for cultural change** – links workforce transformation to health inequalities, ICB and Department of Health and Social Care priorities.

Building the dashboard team

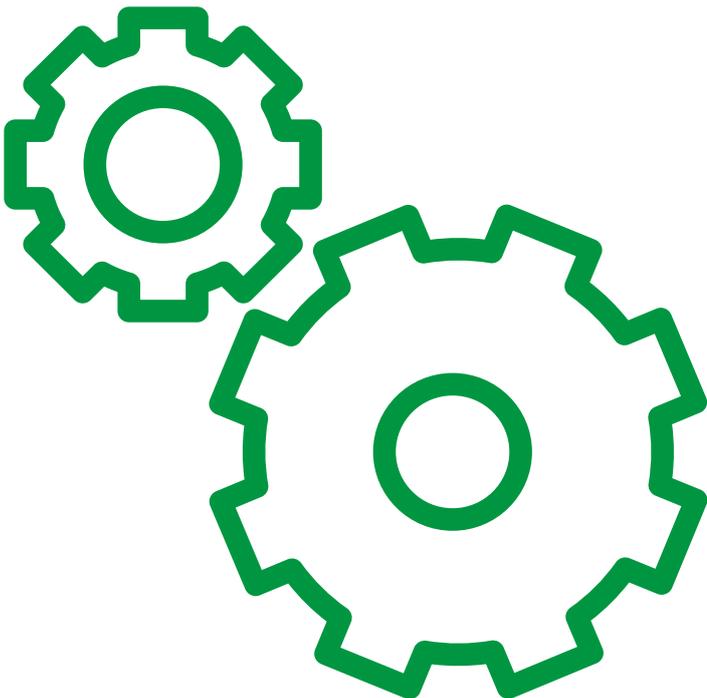
People were recruited to specialist roles to provide technical expertise and strategic leadership for the People Story Dashboard.

- **Strategic leadership** – a strategic workforce planner led the day-to-day management of the People Story Dashboard project.
- **Technical development** – a workforce analyst provided technical skills and led digital development.

Initial conceptualisation and vision

The People Story Dashboard started as a simple workforce planning tool but evolved into a system-wide resource for integrated planning.

- **Early scope** – initially viewed as a workforce planning tool with functionality limited to providing high-level insight. Version one was limited to local authority level data, but user testing and further development led to greater granularity of data in future versions.
- **Inclusive vision** – needed to reflect all sectors, avoiding NHS-centric bias; the People Story Committee included diverse system partners.
- **Data and functionality** – planned to provide population and health data visualisations using partner and public data sources.
- **Accessibility** – intended to be usable by people of all skill levels, including those in non-technical roles and those unfamiliar with data analytics and associated platforms.





Key decisions

- Commit to a system-wide approach that reflects all areas of health and social care to avoid bias in development.
- Commit to accessible design from the outset, as this helps ensure the tool retains mass appeal as its scope grows.
- Commit to open-form testing of the product in early stages to improve accessibility.

Key learnings

- Early involvement of diverse stakeholders built trust and shaped functionality with testing.
- **Feedback is essential** – in-person demos and workshops were more effective than passive feedback forms, and built trust and engagement.

“As part of the Workforce Breakthrough programme, we had an annual gathering of all the Breakthrough Committees. This enabled the coming together of stakeholders. From these meetings and the People Story Committee, the vision for the People Story Dashboard was born.”

Andrew Barker, Strategic Workforce Planner
Humber and North Yorkshire ICB