



# Workforce planning

## What is workforce planning?

Workforce planning is matching your workforce to current and future business need.

## Why should you plan your workforce requirements?

It is critical in today's business world to ensure you have the ability to secure a skilled and agile workforce to deliver on your business need. The impacts of social, technological, economic and demographic change as well as global forces are significantly shifting the way business operates around the world to adjust to these changes.

As the 'human capital' value associated with organisational delivery rises significantly, many industries are now focused on addressing workforce risks to ensure they are able to be competitive in the market, have a strong employer brand and achieve the most skilled, capable workforce to deliver their organisational strategy.

Risks include:

- potential workforce and skill shortages
- increased competition for talent
- wage rises
- retention issues
- 'hard to fill' roles
- changing skill requirements
- knowledge loss.

## What are the benefits of workforce planning?

Workforce planning delivers a number of benefits including:

- laying the foundation for your strategic human resource platform to deliver a fully integrated people plan matched to business need
- informing the development of your organisation's workforce strategies, initiatives and decisions, tied to business direction
- providing a key feed into your capability/competency frameworks
- identifying your critical job roles
- providing a clear linkage to performance management systems
- contributing to the development of structured learning and development solutions, focused on highest areas of need
- providing visibility of trends and highlighting risks for prioritised action
- taking the 'surprise' factor out of the equation and allowing a much more planned and structured approach to end to end people attraction and retention
- providing critical data that can then form part of corporate reporting and providing the evidential view for budgetary resource based decisions.

## How PB can help you with workforce planning?

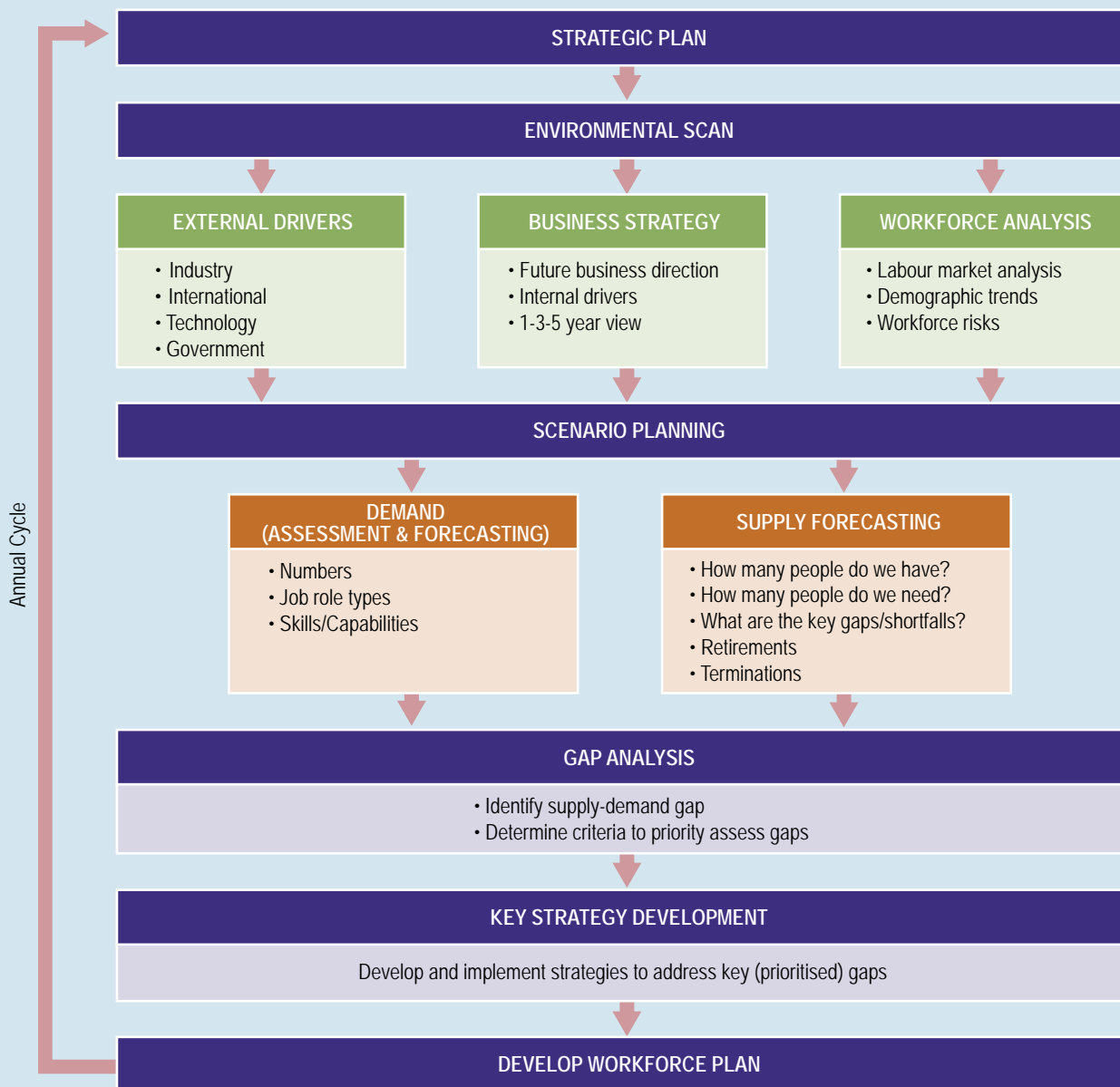
PB can provide you with a range of services in relation to workforce planning including:

- develop a workforce planning methodology tailored to your organisation's needs
- facilitate all or part of your workforce planning process in accordance with your requirements
- partner with you if you wish to develop/enhance the skills of your internal staff in the process
- work with you to deliver a workforce plan for your organisation for the next 1 – 5 years.

Additionally, PB can help you incorporate your workforce planning results into other areas of strategic human resources including:

- capability
- succession planning
- learning and development
- performance management
- organisation design
- job evaluation and role design
- industrial platforms.

## WORKFORCE PLANNING MODEL



For more information, please call +61 (02) 9272 5093

