

Workforce development and planning periodic table™



Building new services	Develop pathways and frameworks								Recruitment Vacancy forecast	Modelling Supply model	Demand model	Logic Model Map the expected change	Defined connections from inputs to outcomes	Workforce development and planning at the heart of an organisation
Reduce operating costs	Alignment to current and future demand	Attract	Recruit	On-board	Learning and development	Reward and recognition	Progression and retain	Skills and competencies Skills mix	Competence / capability frameworks	Career pathways	Workforce Intelligence Surveys and engagement	Labour market intelligence	Improved decision making	
Evaluate what works	Succession and surge/resilience planning	Plans Owners	Actions	Targets	Strategy and Planning Succession planning Workforce plan		Workforce strategy	Templates Strategies, plans, tracking	Data capture	Planning governance structures	Impact Evaluation Success of planning Enablers/barriers		Having confidence that the right capacity and capabilities are in the right place	
Alignment of operations to finance and HR	Integration Operational	HR	Finance	Horizons 1,3,5,10 Years	VUCA (volatile, uncertain, complex, ambiguous) calibrations	Training Community of practice	Integrated cohorts	Certificated	Learning and Role pathways Pathway mapping CPD plans		Economic Benefits Cost/pay calculations Reduction in recruitment costs		Integrated workforce planning processes	
Identify and manage skills gaps	Framework Themes	Workstreams	Data triangulation / harvest	National Occupational Standards	Modelling Demand, supply, gap analysis	Deterministic	Stochastic	AI / machine learning	Operational Benefits Efficiency Effectiveness		Quality Assurance "Fresh pair of eyes" Sector infused best practice		Meeting current and future demand	
Improved recruitment and retention	Methodology Six steps	Developing an evidence base	Strategy Priorities	Scope	Problem statements	Toolkits Scenario / sandboxing	Vacancy calculation	Succession planning	Resilience and surge preparedness	Process Evaluation Activities Integration Value added steps			Improved, data driven evidence base	