

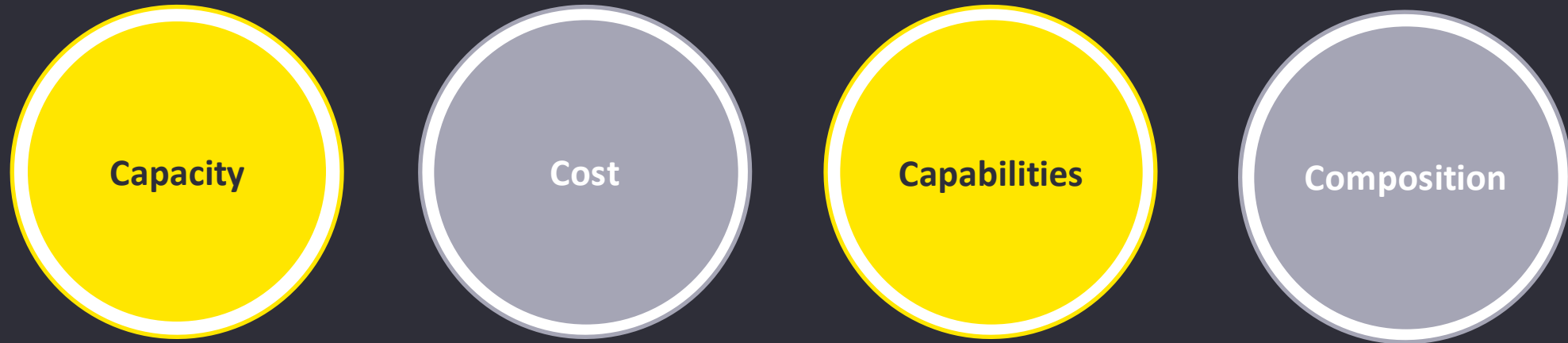


Building the Workforce of the Future: Strategic Workforce Planning

Strategic workforce planning is a systematic and data driven approach for identifying and addressing current and future talent gaps and risks

Strategic Workforce Planning Solution

A Strategic Workforce Planning (SWP) solution allows organizations to assess the impact of their talent strategy decisions as they relate to four critical pillars of workforce planning and optimization.



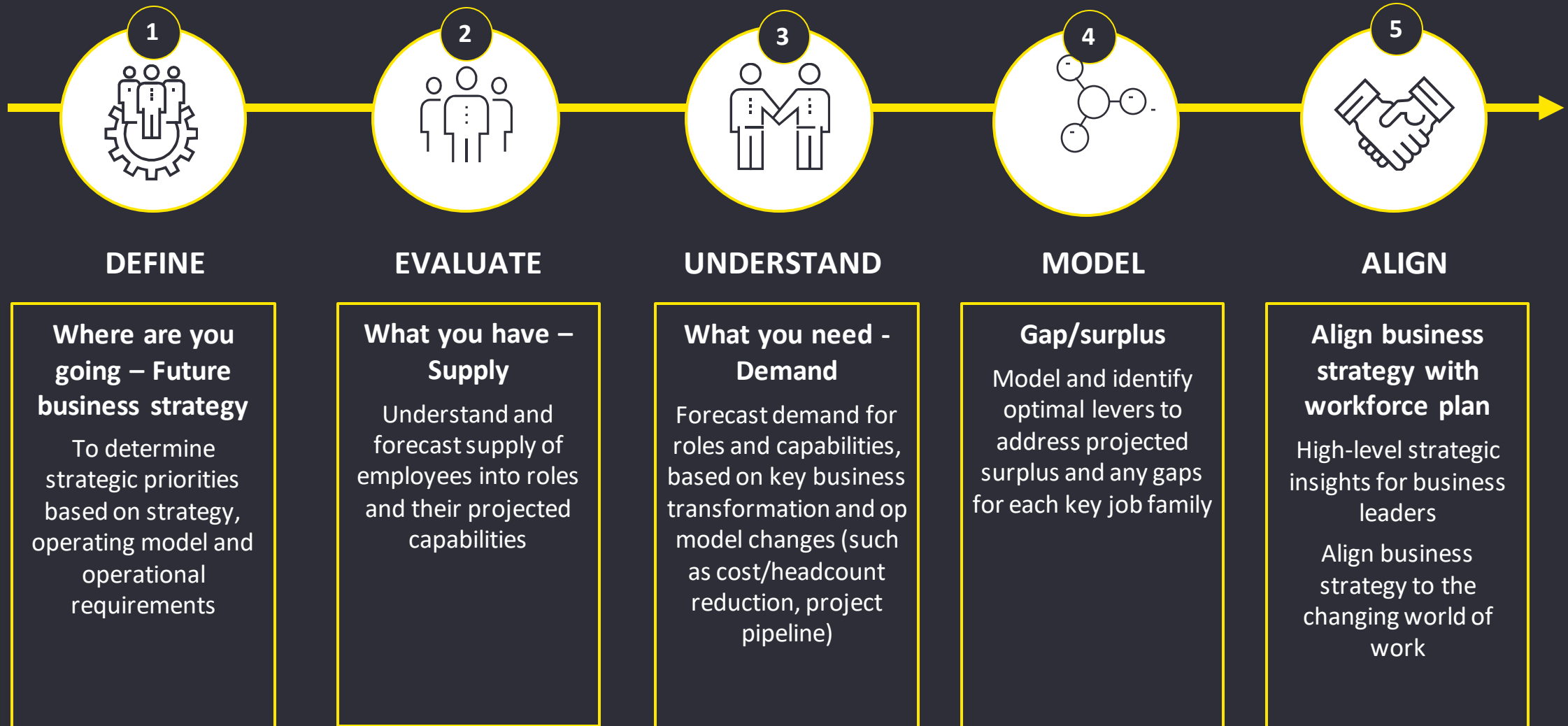
Assessing the workforce through these lenses will enable organizations to model, optimize and respond to the forces impacting your business capacity and future talent agenda.

SWP connects business and workforce strategy by analyzing and understanding the current workforce, likely transition patterns and a combination of talent levers to create future based scenarios.

How does Strategic Workforce Planning make a difference?

Resource Management (0-3 months)	Tactical WF Planning (3-12 months)	Strategic (Future) WF Planning (12 months +)
How do I best use my resources?	Have I got enough?	What will I need?
What do I need to understand?	What do I need to understand?	What do I need to understand?
<ul style="list-style-type: none"> • How do I make best use of the resources available? • How can I minimize risk in operational execution? • How do I manage anomalies? 	<ul style="list-style-type: none"> • How can I ensure that I have enough resources to deliver? • Where are my key bottlenecks and what options do I have to overcome them? 	<ul style="list-style-type: none"> • How to translate corporate strategy into people strategy and have workforce implications influence strategy • How to de-risk capacity and capability shortage and surplus risks, optimise for cost, and align to geographic and physical infrastructure decisions
What it will inform?	What it will inform?	What it will inform?
<ul style="list-style-type: none"> • Vacation planning and schedules • Shift planning and rosters • Resource deployment decisions to optimize utilization 	<ul style="list-style-type: none"> • Deployment planning • Recruitment planning • Training planning 	<ul style="list-style-type: none"> • Business strategy and budget • People and talent strategy • Future capabilities • Technology adoption/productivity measure deployment

Strategic Workforce Planning Approach



Please reach out to Juliet Nicol if you have any questions.



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