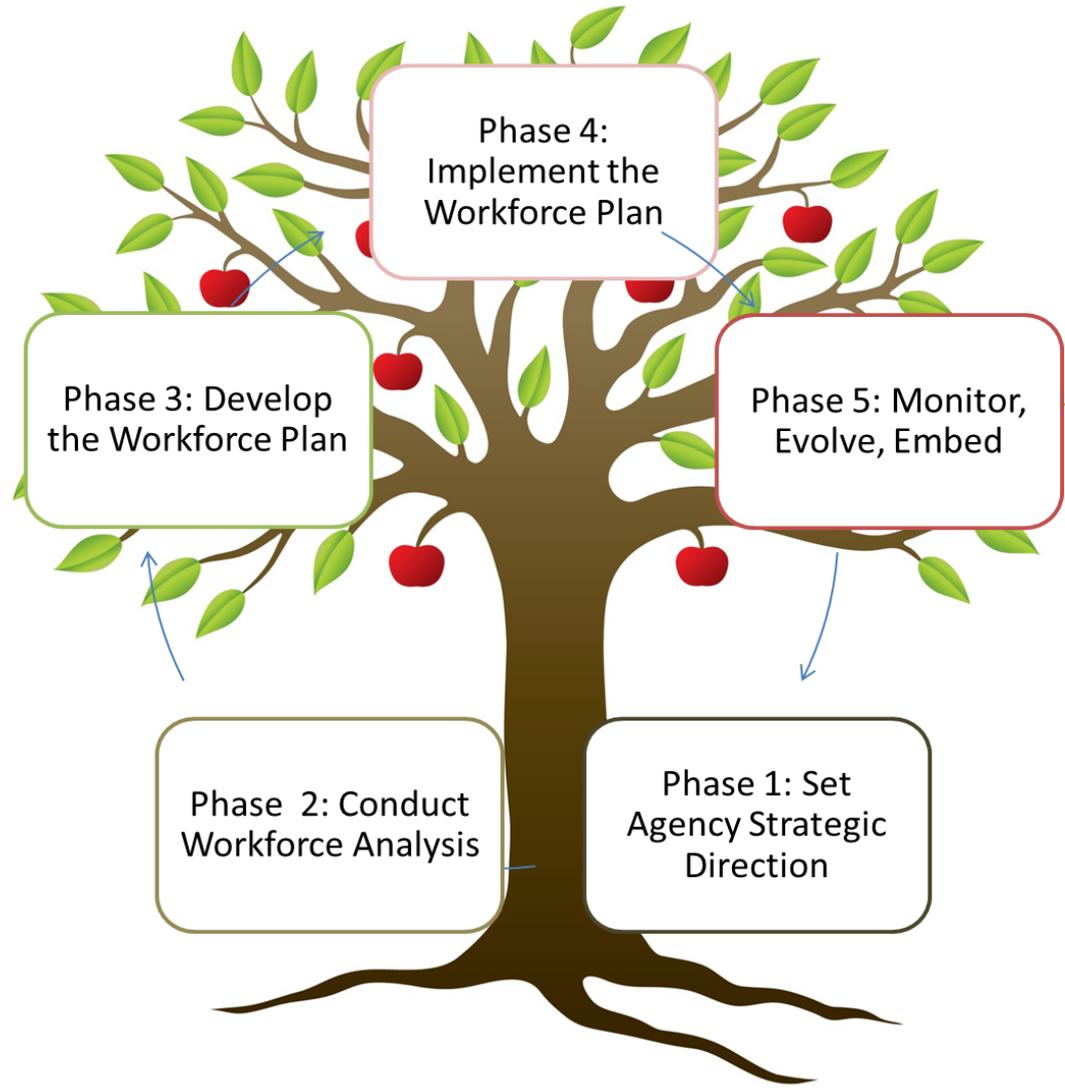


Workforce Planning Model

Right People
Right Skills
Right Jobs
Right Time



Workforce Planning Model



- **Agency Focus Groups - need for workforce planning tools in order to forecast talent needs.**
- **SCS developed a model to use as reference to help agencies identify critical workforce issues and assist them in developing strategies to overcome the problems that these issues create.**

Workforce Planning



- **Model was developed through research by a team with representatives from the Staffing and the Training and Workforce Development divisions.**
 - ✦ IPMA,
 - ✦ State of Tennessee,
 - ✦ State of Texas,
 - ✦ State of Alaska,
 - ✦ State of Georgia,
 - ✦ State of New Hampshire
 - ✦ The Common Wealth of Massachusetts.

Workforce Planning



- A narrative containing **General Information** for the workforce planning process that includes summary information on the five phases in preparing a workforce plan.
- A **Workforce Planning Toolkit** that includes Resources and Key Action Charts.
- **Electronic Tool** for those folks that prefer a visual. This tool will allow access to the formal template also.

Coming Soon!



**GENERAL CIRCULAR
ROLLOUT ON APRIL 1, 2015**

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Workforce Planning

Resources | Closed Captioning

State of Louisiana Workforce Planning Model

3. Develop the Workforce Plan

4. Implement the Plan

5. Monitor, Evolve, Embed

2. Conduct Workforce Analysis

1. Set Strategic Direction

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Workforce Planning

Resources | Closed Captioning

Develop the Workforce Plan

- 1 Analyze Critical Gaps
- 2 Identify gap-closing strategies
- 3 Prioritize strategies

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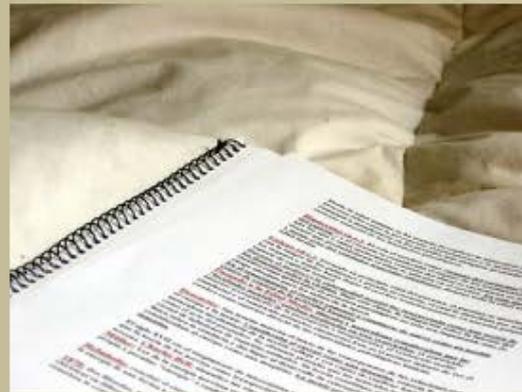
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Workforce Planning

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How SCS Can Help

Advice Statement Report



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