

WORKFORCE PLANNING

This workshop is designed to help those new to the topic and those looking for a refresher and will enable you to compare your thoughts and practices with those of other participants.

An effective workforce plan turns an organisation's strategic plan into a series of actions, to be delivered over time and aimed at ensuring the right people with the right skills are in the right place at the right time – and are doing the right things.

The guest speakers will encourage participants to consider the practicalities of compiling a plan and explore future labour market scenarios. You will also have the opportunity to consider the implications of the forthcoming HEFCE workforce framework.

Aims

Participation in the workshop will enable you to:

- Obtain insight into HEFCE's views regarding the future context of HE and the importance of workforce planning
- Identify the key supply and demand factors in the current and near future labour market
- Highlight the components of a workforce plan
- Hear how other publicly funded organisations have translated their strategic plans into workforce plans

Programme

10.00	Welcome and coffee
10.15	Local government's approach to workforce planning Helen Sinclair-Ross, HR Management Consultant, Improvement and Development Agency for local government
11.15	Break
11.30	The future labour market: trends, demands and shortages David Evans, Research Consultant, Capita
12.15	Readiness for planning Comparing local situations in facilitated group discussions
13.00	Lunch
13.45	The challenges and opportunities facing Universities and Colleges Margaret Dale, ECC
14.30	Break
14.45	Identification of the resources available to support workforce planning
15.00	What needs to done to formulate a workforce plan Action planning in facilitated groups
15.30	Plenary – identification of priorities
16.00	Close

Developing people, delivering results