

WORKFORCE PLANNING

Using today's workforce data to determine the needs and investment requirements of the future

NSAR's specialist team utilises a one-of-a-kind Skills Intelligence Model (SIM) to guide government, industry and business decision making on skills forecasting and investment requirements.

The model is updated annually, providing an overview and audit of the UK rail industry workforce with detailed insights on future workforce requirements.



Workforce Planning Solutions

- ✓ Our one-of-a-kind platform produces a unique overview of a business's workforce, to enable effective decision making on productivity, sustainability and future planning.
- ✓ Identifies skills gaps in a business's workforce and their supply chain.
- ✓ Determines workforce needs such as resourcing and skills requirements for the future.
- ✓ Details investment requirements to deliver existing and future infrastructure projects.
- ✓ Models various scenarios for business planning purposes.
- ✓ Creates action plans to recruit and train the staff that businesses need to deliver their ambitions.

Outcomes for Business

- Clarifies investment plans and requirements.
- Provides an overview of their workforce today.
- Predicts the future workforce based on various scenarios.
- Pinpoints risks with a gap analysis and ways to address them.
- Analysis provides an ideal basis for building training and recruitment plans.

Case studies

Case study 1 Offshore Wind Industry Council

Client: The Offshore Wind Industry Council (OWIC)

The OWIC wanted to understand the future skills demands and job roles the offshore wind sector requires. NSAR's SIM was used to model these future workforce requirements. NSAR uplifted workforce survey data to make it representative of the entire UK offshore wind sector and modelled it out to 2030. Predicted year-on-year percentage changes in spend were used to calculate future workforce demand to deliver against forecasted spend. This forecasting can be repeated annually to provides updates on progress against targets.

Case study 2 Northumberland Line

Client: UK Department for Transport

Using its SIM, NSAR provided the UK Department for Transport with a workforce analysis for the proposed reopening of the Northumberland line. The workforce demand output was modelled assuming a construction life-cycle of two years and the requirement of a workforce to maintain and operate the line post-implementation. A workforce plan was built that identified which roles would be required and when, allowing specific recruitment of people with the right skills to deliver the project on time and within budget.

Contact our team

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