



OPERATIONAL WORKFORCE PLANNING

DISCOVER MORE



Our Operational Workforce Planning service profiles your current workforce and helps you identify the skills you need to achieve your project requirements and business plan. It utilises NSAR's competency management system **Skills ID** to profile your workforce, investigate gaps in skills or people and develop strategies to address them.

HOW IT WORKS

1. We use your HR and competency data and our CMS Skills ID to determine how the profile and composition of your workforce fits with operational requirements – and identify skills and competency gaps.
2. We use this information to develop options for addressing the identified skills and competency gaps. These options include HR strategies and training programmes to support skills supply and development.
3. We build recruitment plans so you can acquire the talent you need, taking into account timelines, location and other business factors.

BENEFITS

A clear understanding of the skills and competencies of your workforce – including gaps – will enhance your workforce planning by refocusing recruitment and tailoring learning and development to close skills gaps more quickly. Clarity on team skill sets and capacity will better enable you to deliver projects on time and within budget.

- ✓ **Cost savings:** Identify the most cost-effective way to utilise your workforce.
- ✓ **Resource Planning:** Understand how you can move your resource to suit your profile or work requirements.
- ✓ **Competence inventory check:** Ensure your workforce possesses the competencies needed to deliver your strategic directives.
- ✓ **Resource availability:** Identify the most efficient way of meeting talent and resource requirements.
- ✓ **Talent acquisition:** Data-informed staffing decisions address critical talent gaps and support social value and diversity objectives.

NSAR Subscription Members can use their consultancy days on this service.