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Workforce
Planning Guide

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OPM's Workforce
Planning Model. I.
INTRODUCTION.

Workforce planning is
the systematic process

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for identifying and addressing the gaps between the workforce of today and the human capital needs of tomorrow. Effective workforce planning enables the organization to: Align workforce requirements directly to the agency's strategic and annual business plans.

OPM's Workforce Planning Model

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Workforce and succession planning is a multi-year approach to human capital management. Strategic Alignment. Workforce Forecasting and Analysis. Organizational Design. Competency Modeling. Employee Development Strategies. Retention Management. Recruitment. Succession Planning.

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Workforce & Succession Planning - OPM.gov

Conducting Workforce Planning Workforce planning is the foundation for managing an organization's human capital and furthers an agency's ability to hire qualified individuals to pursue its mission. It is a systematic process for identifying and addressing any gaps between the workforce

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of today and the
human capital needs of
tomorrow.

Planning a Strategic Approach - OPM.gov

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Opm Workforce Planning Guide - modapktown.com

Guide to WORKFORCE
PLANNING Overview
(Cont.) The U.S. Office
of Personnel
Management defines
Workforce Planning as:
...the systematic

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process for identifying and addressing the gaps between the workforce of today and the human capital needs of tomorrow. It is based upon a set of workforce analyses which provide insight into how

WORKFORCE Guide to PLANNING - DCPAS

A workforce plan is a process in which an organization aligns its

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hiring processes with its higher priorities and goals. By tying the workforce and hiring practices to the overall needs of the...

A Step-by-Step Guide to Workforce Planning | The Blueprint

OPM is no longer producing the Guide to Federal Benefits (Guide) beginning with the 2016 benefit year. This will include both

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the printed and online versions of the Guide. We have determined that it is no longer cost effective to produce the Guide and due to the implementation of the Going Green Initiative in 2010, an increasing number of agencies are turning toward online resources for information about the federal benefits programs instead of ordering printed copies

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Guides - OPM.gov

The federal workforce plays a vital role in executing the important missions of federal agencies in service to the American people. As such, the Strategic Human Capital Management processes used to cultivate and manage the workforce must be integrated into agency

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planning and management processes, remain current with research and best practices, allow for proactive responses to anticipated ...

Human Capital Management - OPM.gov

The objective of civilian strategic workforce planning is to ensure the availability and readiness of personnel

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to carry out the current and future roles and missions of the Department of Defense (DoD).

Defense Civilian Personnel Advisory Service

Workforce planning is a process of analysing the current workforce, determining future workforce needs, identifying the gap between the workforce you will have available

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and your future needs, and implementing solutions so that an organisation can accomplish its mission, goals, and strategic plan.

WORKFORCE PLANNING PRACTICE - CIPD

june 24th, 2018 -
workforce planning
best practices 1
purpose workforce
planning serves as the
foundation for

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managing an organization's human capital it enables organizations to strategically meet current and future workforce needs and prevents'

Workforce Planning Guide For Managers

This guide aids in preparing you to discuss workforce reshaping with your servicing human resources office (HRO)

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and addresses questions you may have about reshaping actions. It also provides you with a better understanding of your role and accountability in the workforce reshaping process.

WORKFORCE RESHAPING GUIDE - dcpas.osd.mil

Workforce planning, also called strategic workforce planning, is about making sure that

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the right person is in the right job at the right moment. This means that there are not too many people available (overstaffing) nor too few (understaffing).

Workforce planning thus solves staffing problems for today and for the future.

A Guide to Strategic Workforce Planning | AIHR Analytics

The Army Workforce

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Planning Tool (WPT) has been developed to facilitate execution of the Human Capital Plan requirements and to create a more efficient recruitment, classification and hiring...

CIVILIAN HIRING REFORM PROCESS GUIDE January, 2013

Strategic workforce planning allows you to
- at least to a certain extent - prepare for

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demographic and workforce changes. Think of the aging workforce, for instance. In the US, about 10,000 Baby Boomers turn 65 on a daily basis and in the European Union, 16% of the total workforce is made up of workers who are aged 55+.

7 Steps For Successful Strategic Workforce Planning - Harver

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The workforce planning guide can help. Step one in the process includes exercises and guidance in creating mission statements as well as diagnosing current mission statement to ensure they are current, clear and definitive. Exercise 3: Create or diagnose the organization's mission statement.

Workforce Planning Guide - OMES

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Approaches to Workforce Planning In general, agencies can take one of three approaches to workforce planning or use a combination of the three: Workforce approach examines the current workforce and occupations and projects the number and characteristics of jobs and the number of employees needed to fill them at a specific point in the future.

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