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workforce planning What is Workforce Planning

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OPM's Workforce Planning Model. I.

INTRODUCTION. Workforce planning is the systematic process 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~~

The workforce plan identifies workforce strategies that resolve issues surfaced

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during the analysis of demand and supply data (gaps, surpluses, critical skills issues, and "at risk" occupations). The plan should address ways to resolve the unique demographic characteristics of the organization's workforce,

~~DOT's WORKFORCE PLANNING PROCESS CYCLE~~
~~OPM.gov~~

We address issues such as workforce environmental concerns, the need to review functionality of jobs, workforce forecasting, career/occupation broadening, and the need to better utilize existing recruitment and

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retention strategies. Workforce and succession planning is a multi-year approach to human capital management. Strategic Alignment

~~Workforce & Succession Planning — OPM.gov~~
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The DoD Strategic Workforce Planning Guide
DoD Strategic Workforce Planning Guide serves
as a resource for workforce planning teams

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tasked with the development of civilian strategic workforce plans. In collaboration with our customers at the Enterprise and Component level, Planning and Accountability developed the Guide to be scalable and easy to use.

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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

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systematic process for identifying and addressing any gaps between the workforce of today and the human capital needs of tomorrow.

~~Planning a Strategic Approach — OPM.gov~~
WORKFORCE PLANNING PRACTICE. IES is an independent, apolitical, international centre of research and consultancy in public employment policy and HR management. It works closely with employers in all sectors, government departments, agencies, professional bodies and associations. IES is a focus of knowledge and practical experience

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in employment and training policy, the operation of labour markets, and HR planning and development.

~~WORKFORCE PLANNING PRACTICE — CIPD~~

Guide to WORKFORCE PLANNING TABLE OF CONTENTS
Desired Results Roles and Responsibilities
Workforce Planning Process 6 -STEP MATRIX S
STEP 1 - ASSESS THE CURRENT STATE OF WORKFORCE
PLANNING S STEP 2 - ANALYZE CURRENT WORKFORCE
& WORKLOAD S STEP 3 - IDENTIFY FUTURE
WORKFORCE REQUIREMENTS & GAPS S STEP 4 -
DEVELOP WORKFORCE PLAN & STAFFING PLAN

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~~WORKFORCE Guide to PLANNING — DCPAS~~

The U.S. Office of Personnel Management (OPM) announced today that for plan year 2021, the average total premiums for current non-Postal employees and retirees enrolled in plans under the Federal Employees Health Benefits (FEHB) Program will increase 3.6 percent. This year's increase is lower than last year's increase.

~~OPM.gov~~

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jobs, workforce forecasting, career/occupation broadening, and the need to better utilize existing recruitment and retention strategies. Workforce and succession planning is a multi-year approach to human capital management.

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Strategic Workforce Planning Federal Guide-
Kimbertly Jones 2017-10-31 Strategic
workforce planning is the cornerstone of
business operations. Although the baseline
principles for accomplishing workforce
planning is similar for both private
industries and federal organizations, the

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processes are dissimilar in application. The primary

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Workforce planning practice. Practical workforce planning guidance to help HR and managers deliver a clear people strategy against changing organisational needs. People in charge of organisations, teams or projects have always needed to plan how activities will be accomplished. Such planning inevitably involves recruiting, training and deploying the people needed to get the work

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done.

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WORKFORCE RESHAPING GUIDE DoD Manager's Guide
for Civilian Restructuring and Downsizing 4
November 2019 4.0 PLANNING TO REORGANIZE THE
WORKFORCE There are times when you may find
the need to reshape the workforce based on
emerging missions or changes to existing
mission requirements. Shifts in mission
requirements may be driven by DoD

~~WORKFORCE RESHAPING GUIDE — DCPAS~~

Planning a Strategic Approach - OPM.gov Guide

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

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OPM has produced a five-step workforce planning model that outlines the key factors involved in workforce planning. The guide also highlights several additional workforce

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planning resources.

~~4 Free Workforce Planning Templates to Optimize Your Staff~~

A workforce plan is a process in which an organization aligns its hiring processes with its higher priorities and goals. By tying the workforce and hiring practices to the overall needs of the...

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