

PRICE

CONSULTING GROUP



## STRATEGIC WORKFORCE PLANNING

### STRATEGIC WORKFORCE PLANNING PRACTICE IN THE PUBLIC SECTOR

The competition for talent, rapid technological change and the continuing urgency to create more innovative products and services are factors that create the perfect storm in organisations today. Organisations are looking to create more agile workforces, better able to be mobilised when and where they are needed.

When it comes to talent management, Price Consulting Group is one of the most widely used consultancies working within WA government agencies. We have a reputation for delivering quality, efficiency and innovation. Strategic workforce planning is an organisational capability that assists leaders and managers plan for the future, anticipate change, manage the workforce and meet business goals. It provides an evidence base for making workforce decisions that align with the strategic goals of the organisation. Agencies need to think strategically about what roles are critical to business goals and the people and skills that must be retained in the face of achieving salary savings. Price Consulting Group can assist agencies to make these strategic decisions using workforce planning.

#### Common Public Sector Workforce Risks

Lack of capability in strategic workforce planning can lead to:

- Business objectives not being met because of gaps in essential skills and capabilities;
- Failure to optimise available resources to areas of urgent need or over servicing in other areas, in an environment of cost reduction;
- Untreated risk from demographics (ageing workforce), lack of available talent (skill shortages), lack of requisite leadership (performance), lack of critical roles (foregone revenue and decreased market share);
- Low employee engagement due to uncertainty about possible career paths; and
- Not matching employees to areas of need, resulting in excessive salary bills.

#### In Response - A practical results driven system

Price Consulting Group's system, designed for organisations at any stage of their workforce planning journey, covers four main areas:

- Conducting a strategic workforce review, environmental scanning and workshops to uncover your organisation's workforce strategy;
- Creating a demand and supply staffing model that will improve resource allocation;
- Working with you to analyse your critical human capital risks and develop pragmatic HR solutions; and
- Setting you on the pathway to effective implementation of your workforce plan.

# GOVERNMENT LANDSCAPE

State and Local Government is continually driving efficiencies in order to encourage agencies to harness the benefits of technology and other business advances, and to manage expenditure on public sector salaries.

In an environment of increasing community expectations, it is important for agencies to plan wisely in order to develop a workforce that can deliver the best return on salary investment.

Price Consulting Group has worked closely with many government clients over the last 20 years, and has a strong track record of success in developing innovative strategies that respond to complex talent requirements, while representing value for money.



## PROGRAM GOALS

**Our clients draw from our experience to achieve two key goals:**

### To develop a process that:

- Is well planned and efficiently implemented;
- Provides a range of consulting options covering assessments, surveys, workshops and off-site research;
- Is defensible and transparent in decision-making;
- Is customised to the needs and skills of your team;
- Quantifies the workforce issues using your HR data;
- Is in keeping with best practice;
- Builds on your current workforce initiatives;
- Is aligned to your business strategy; and
- Builds the organisation's reputation.

### To Deliver results that will:

- Reduce business costs by better allocating resources to your workforce;
- Predict areas of resource and capability risk;
- Create defensible business cases for your workforce investment;
- Increase the quality of your recruitment programs
- Lift your organisation's productivity; and
- Deliver better talent outcomes.

## OUR SERVICES

- Improving productivity & performance
- Change management
- HR & workforce planning & policy
- Strategic & business planning
- Organisational review & development
- Restructures, job design & work evaluation
- Business & performance reviews
- Employer branding
- Attraction & retention strategies
- Recruitment & executive search
- Applicant journey from process to feedback
- Training, facilitation & workshops
- Employee relations

Get in touch to discuss your needs and for a comprehensive quote

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