



July HR Highlights

Enhancing the Workforce Planning Process

As a continual process, strategic workforce planning progresses through a holistic analysis phase, a strategy development phase, and an implementation phase; where this cycle is repeated to build on prior efforts and learnings. The true value of strategic workforce planning can be leveraged by balancing all three of these phases, continually moving from one to the next. If too much focus is spent on one phase, it can hinder the ability to fully realize the subsequent phases, or if one is skipped, the cycle oftentimes must be restarted.

With this in mind, and based on agency feedback, DHRM has released an enhanced version of the Agency Strategy template to support agency workforce planning efforts. This new version focuses on balancing these phases by significantly reducing the required analysis, while still providing the key insight needed to craft effective strategies, to assist agencies with progressing from the analysis to the strategy development phase. For the implementation phase, a new feature has been added to allow agencies to build an implementation plan and track its progress.

DHRM continues to support agency workforce planning efforts by enhancing existing resources and creating new ones. All resources posted to the DHRM Strategic Workforce Planning website and all webinars or live working sessions are posted to the [DHRM GoToMeeting Channel](#), including a new recorded webinar detailing the enhanced version of the Agency Strategy Template.

Are you looking for more individualized consulting on strategic workforce planning? Please contact our workforce planning consultant at dhrm.wfp@dhrm.virginia.gov to learn more.