



**HR Highlights  
July 2022**

## **Workforce Planning Agency Strategy Template Available Soon**

Last month, DHRM held a webinar providing an introduction to our holistic approach to workforce planning and the overall philosophy behind the design of the Agency Profile template and Identifying Critical Roles tool. A recording of the webinar can be viewed here: ([webinar link](#)).

We are diligently working on the next phase of the process, the Agency Strategy template, and expect the template and written instructions to be available to agencies in the coming weeks.

The Agency Strategy template is essentially a reorganized version of last year's Excel Based Workforce Planning template around the areas of continuity of operations, recruitment, retention/engagement, workforce development, and the future direction of the agency.

As we evolve to a more holistic and flexible approach to workforce planning, the updated tools and templates utilize a combination of data metrics and reflective exercises for agencies to incorporate various sources and information to crafting their strategy.

Though agency plans are due to DHRM by September 30, 2022, we encourage agencies to begin to familiarize themselves with the type of information and reflective exercises within the templates.

Continue to check the [DHRM Workforce Planning Webpage](#) for updates.