

What is the Workforce Planning Model?

The Workforce Planning Model is a medium to long-term forecasting tool which helps employers to understand the impact of retirements, natural wastage, efficiency and anticipated growth on vacancy profiles.

Using employer data the Model considers different growth and efficiency scenarios to:

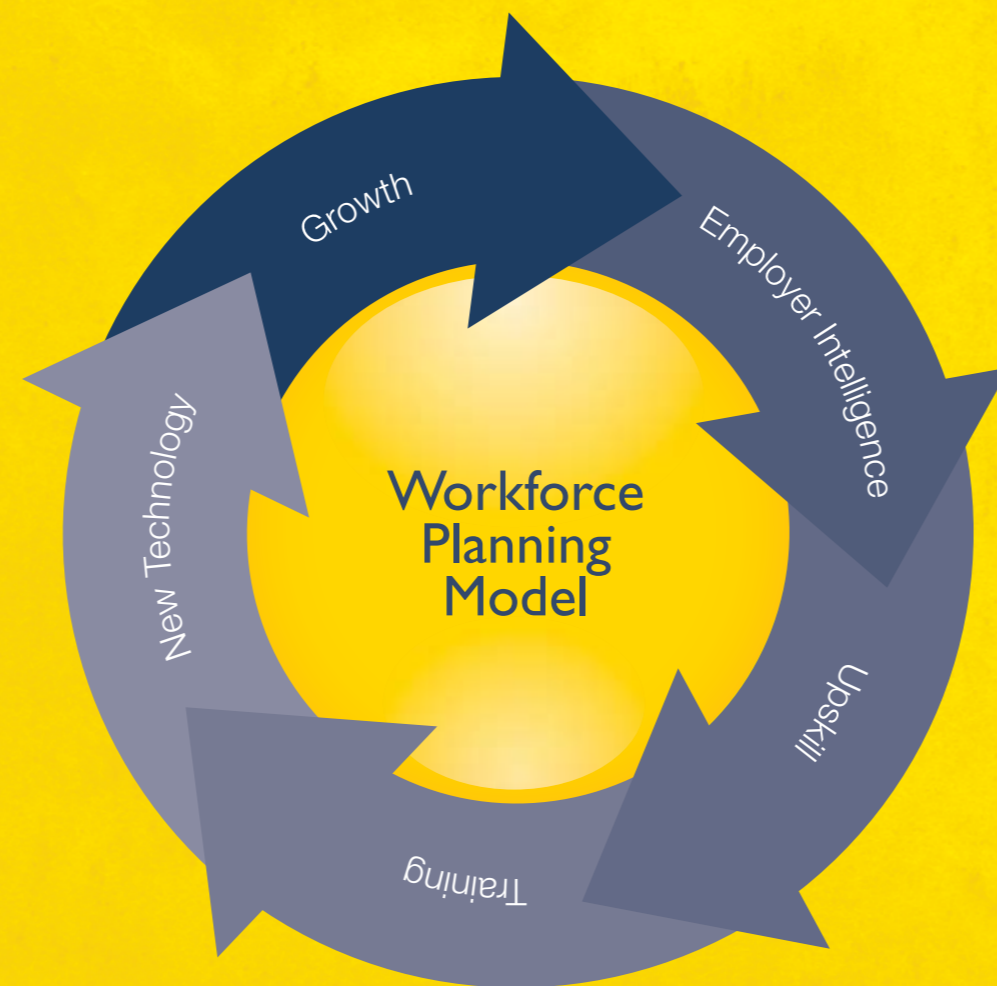
- Produce a forecast of workforce leavers (including retirees) by occupational area.
- Develop a high level recruitment plan and analyse its impact on costs and vacancy profiles.
- Consider different recruitment scenarios such as Apprentices, graduates, competent recruits, internal promotions etc.

Critically, the Model enables data from a number of employers to be collated, providing robust information for the sector on a regional and national basis, determining the key skills challenges for the next 15 years.

Using this data, Energy & Utility Skills can support employers through:

- Working with education and skills providers to make sure they are offering the right kind of training provision, in the right place at the right time.
- Influencing funding agencies with hard data in order to maximise the financial support available for training activity.
- Identify areas where collaboration across employers, providers and other agencies may save money and time, or help develop best practice.

Hidden Hidden Hidden



The Sector Skills Council for gas power, waste management and water.

Hidden Hidden Hidden

What to expect

The Workforce Planning Model works in two stages:

Stage one gives high level vacancy forecasts based on a range of employer inputted scenarios relating to growth, natural wastage etc.

Stage two gives the employer the opportunity to compare different recruitment strategies, their lead times and associated costs

How is the Model developed?

- 1** Extensive employer consultation is undertaken to determine the key occupational areas needed as the industry develops.
- 2** For each occupational area both EU Skills and employers agree the routes to competence (i.e. recruitment and training methods) most commonly used. Critically, the lead times to competence for each route are built into the model, enabling employers to assess when recruitment should take place to maintain a competent and fully productive workforce.
- 3** Once established, the Model is available for employers to use independently via secure web access.

Business Benefits

- Take a proactive, long-term approach to workforce planning.
- Forecast the number of recruits needed by year and occupational area.
- Develop recruitment strategies and assess impact of training lead times.
- Compare a range of recruitment scenarios including Apprentices, graduates, competent recruits, internal promotions etc.
- Greater collaboration amongst employers and training providers.
- An online, secure tool available free of charge to EU Skills Members.

"I find it difficult to conceive of any business that doesn't plan for its workforce and that is exactly what we use the tool for. We now have a plan that shows us where we need people and what the skills sets are that we need."

**Tony Wray, Chief Executive,
Severn Trent**

Next Steps

Energy & Utility Skills is the Sector Skills Council (SSC) for the gas, power, waste management and water industries, licensed by Government and working under the guidance of the UK Commission for Employment and Skills (UKCES).

Employer-led, our mission is to ensure that our industries have the skills they need now and in the future. Our commitment is to raise employer engagement, demand and investment in skills, to ensure that we have authoritative labour market information for all of our industries and to develop National Occupational Standards; ensuring qualifications meet employer needs.

To find out how the Workforce Planning Model can benefit you please contact Angela Edwards on **07834 651 311**, email angela.edwards@euskills.co.uk or visit www.euskills.co.uk

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Model Benefits

- Harnesses real company data and employer intelligence.
- Produces highly accurate workforce age profiles.
- Captures employers' own preferred recruitment strategies.
- Based upon industry agreed approaches to recruitment, training and development.
- Updated on a regular basis.
- Can model the introduction of new technology.
- Uses industry recognised skills sets, mapped to the Qualification Credit Framework (QCF) levels.
- Produces a forecast of potential learners by qualification level, type, location and year.
- Demonstrates the level of employer investment required to ensure a competent workforce is maintained.

