

Workforce Development Planner



In this handy tool you can identify your workforce development priorities and plan for the training that will support that.

Organisation strategic Objectives			
1.			
2.			
3.			
4.			
5.			
What will we need from our leaders to deliver this?	Values	Behaviours	Skills
What will we need from our workforce to deliver this?	Values	Behaviours	Skills
Do we have what we need already? Yes/ partly/ no			
If there is there a gap between what you have and what you need, give detail			
What will be the impact of not acting on this ?			

Building on What is Good

What are our workforce successes?	
What are our workforce challenges?	
Do we have the kind of culture that supports, develops and celebrates our people?	
Do we have a workforce that reflects the diversity of the people we serve?	
Are we clear about our organisational values?	
Do we know our people's strengths and skills?	
Do we know what our people want from the organisation?	
Do we know how people feel about working for the organisation?	
Do we have a workforce wellbeing offer ? Does it need to be enhanced?	
How are we measuring and encouraging performance?	

Using our Employee Insights

What does our employee engagement survey tell us we need to do more of?	What does our employee engagement survey tell us we need to do less of?
What does our employee engagement survey tell us we need to do differently?	What does our employee engagement survey tell us we need to do start doing?

Making a Workforce Development Plan

Using the insights above what do you now want to focus on?

Workforce Development Priorities (team)	Desired Outcomes	Preferred delivery style (facilitated workshop in person/ facilitated workshop in person/ e-learning)	Timeline
Workforce Development Priorities (individual)	Desired Outcomes	Preferred delivery style (facilitated workshop in person/ facilitated workshop in person/ e-learning)	Timeline