

Workforce and Succession Planning

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Workforce Planning

- The risk
- Mitigation efforts
 - Knowledge transfer
 - Talent retention
- Benefits

Workforce Planning

The Risk

Loss of critical institutional knowledge

- Retirements
- Attrition
- Internal movement

Workforce Planning Mitigation Efforts

Knowledge transfer strategies

- Identify critical knowledge areas
- Identify critical positions
- Create a culture of “share what you know”

Workforce Planning Mitigation Efforts

Retain talent

- Update development programs
- Create a Talent Development Center

Workforce Planning Benefits

- Organizational strength
- Employee growth and development
- Engagement, empowerment, and retention

Questions?