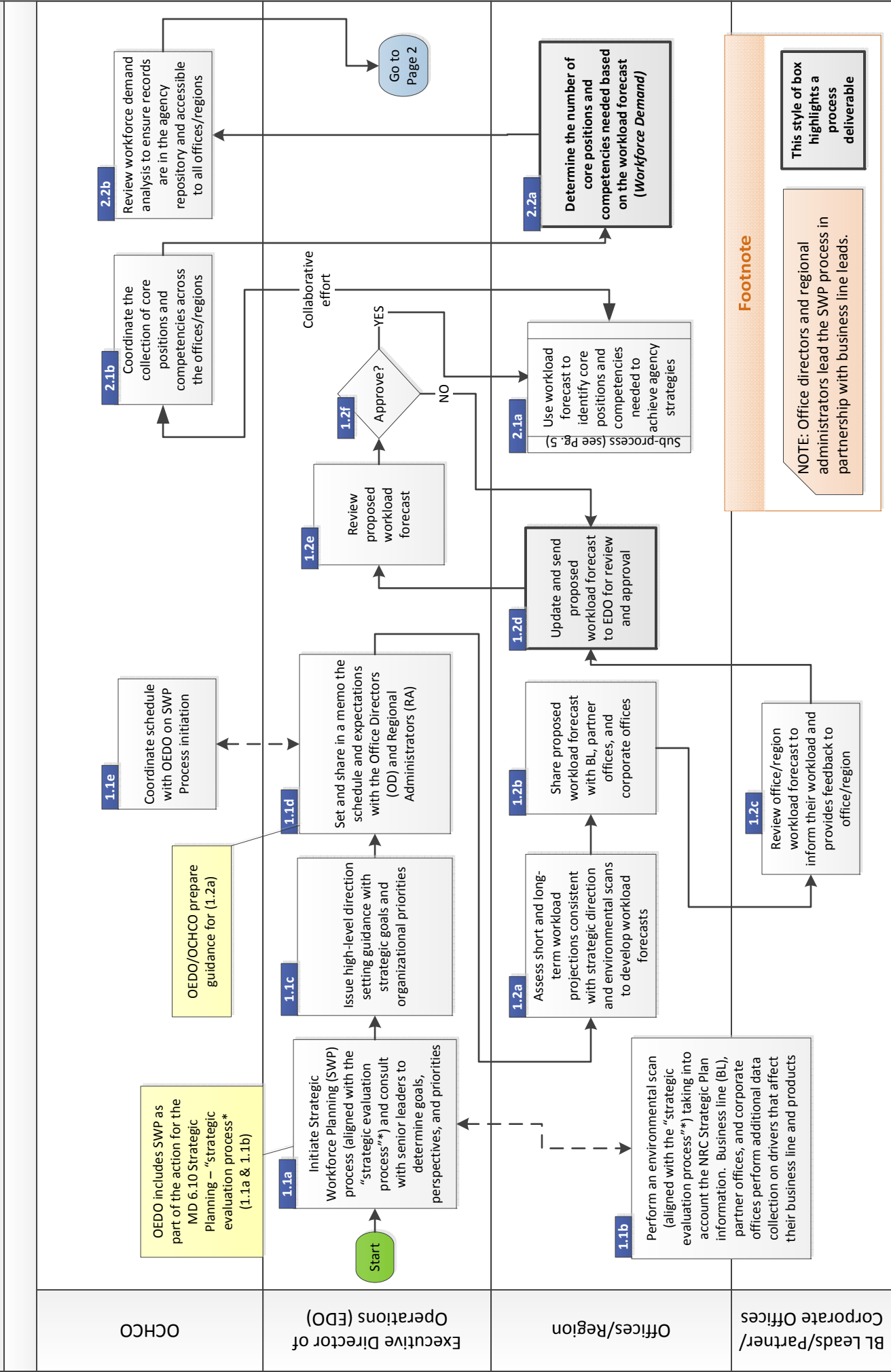
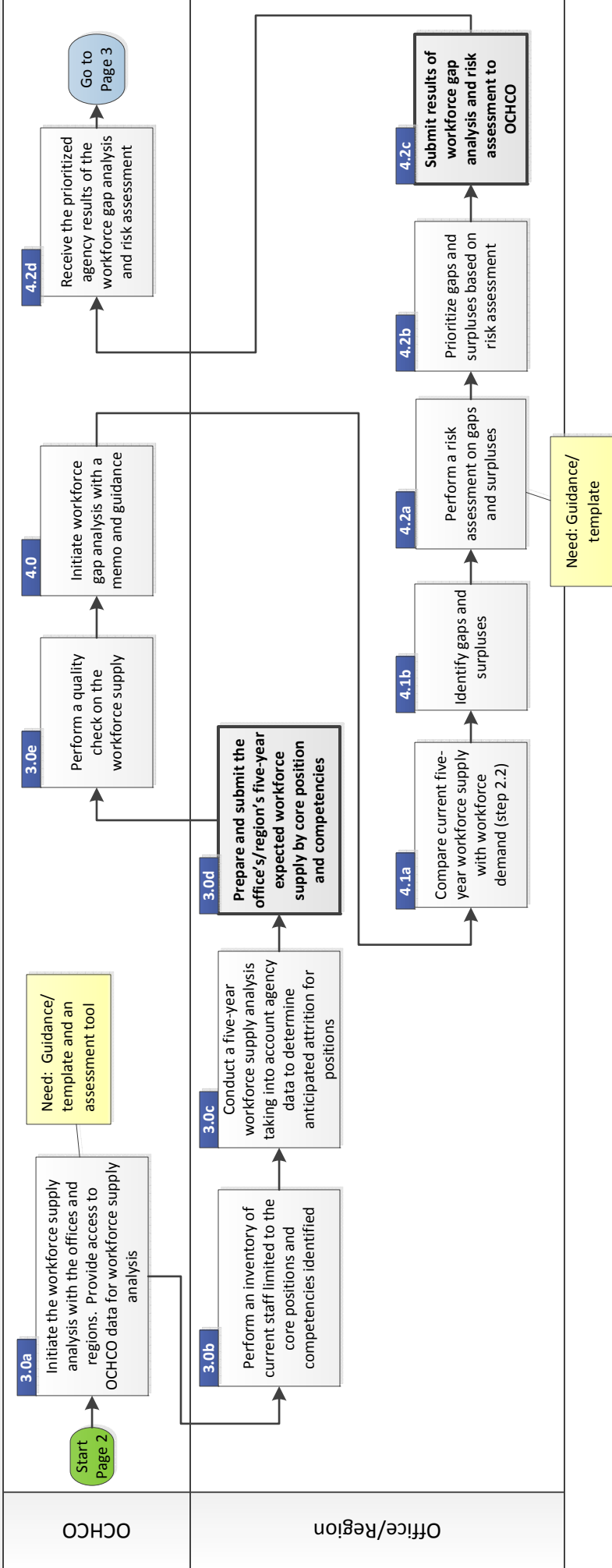


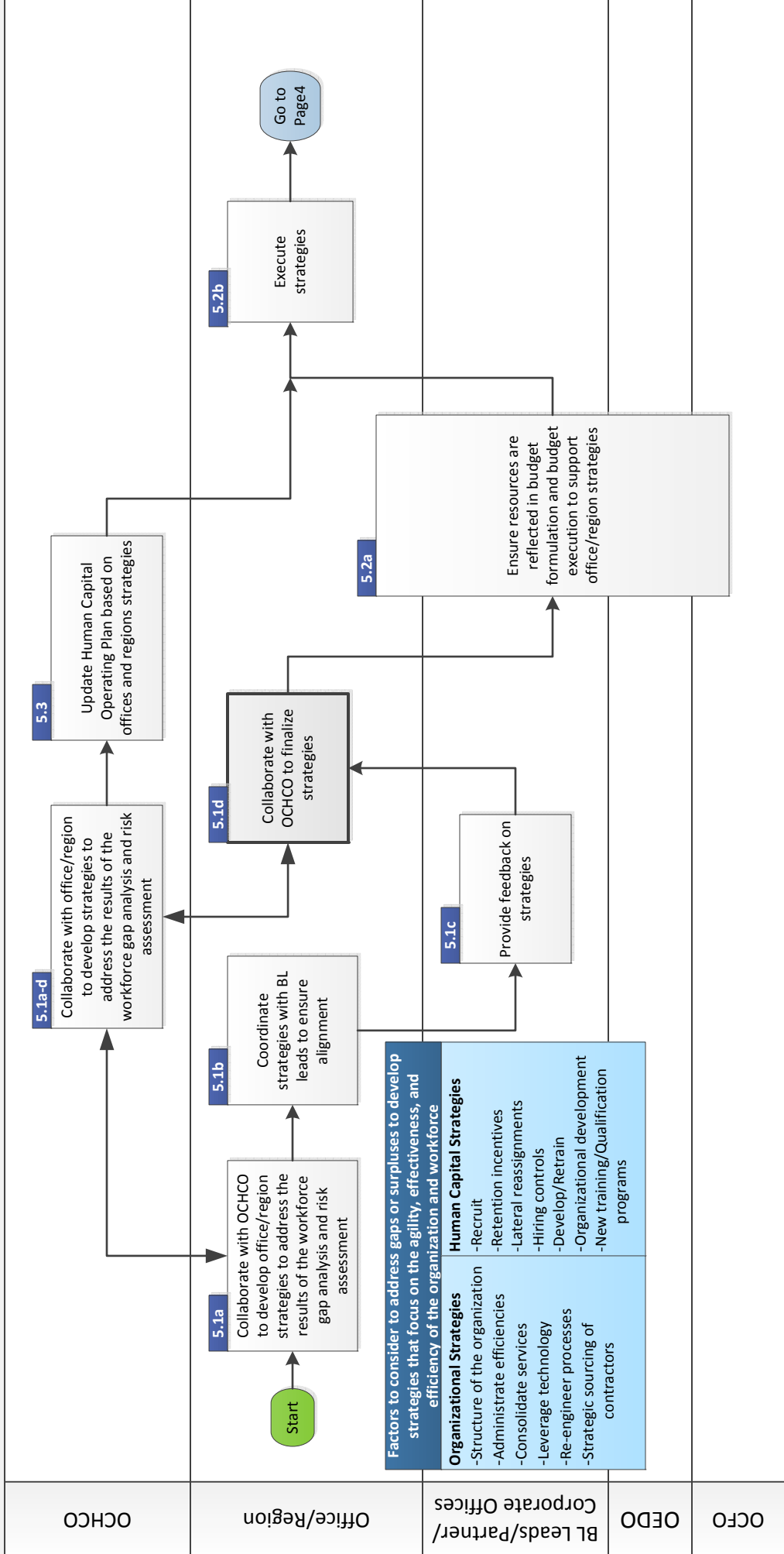
**Process Map for Enhanced Strategic Workforce Planning: Step 1.0 – Set Strategic Direction
Step 2.0 – Identify Core Positions and Conduct Workforce Demand Analysis**



Process Map for Enhanced Strategic Workforce Planning: Step 3.0 - Conduct a Supply Analysis of Current and Future Workforce
Step 4.0 - Perform Gap Analysis and Risk Assessment to Prioritize Gaps



Process Map for Enhanced Strategic Workforce Planning: Step 5.0 – Develop and Execute Strategies



OCHCO

Office/Region

BL Leads/Partner/
Corporate Offices

OEDO

OCFO

Factors to consider to address gaps or surpluses to develop strategies that focus on the agility, effectiveness, and efficiency of the organization and workforce

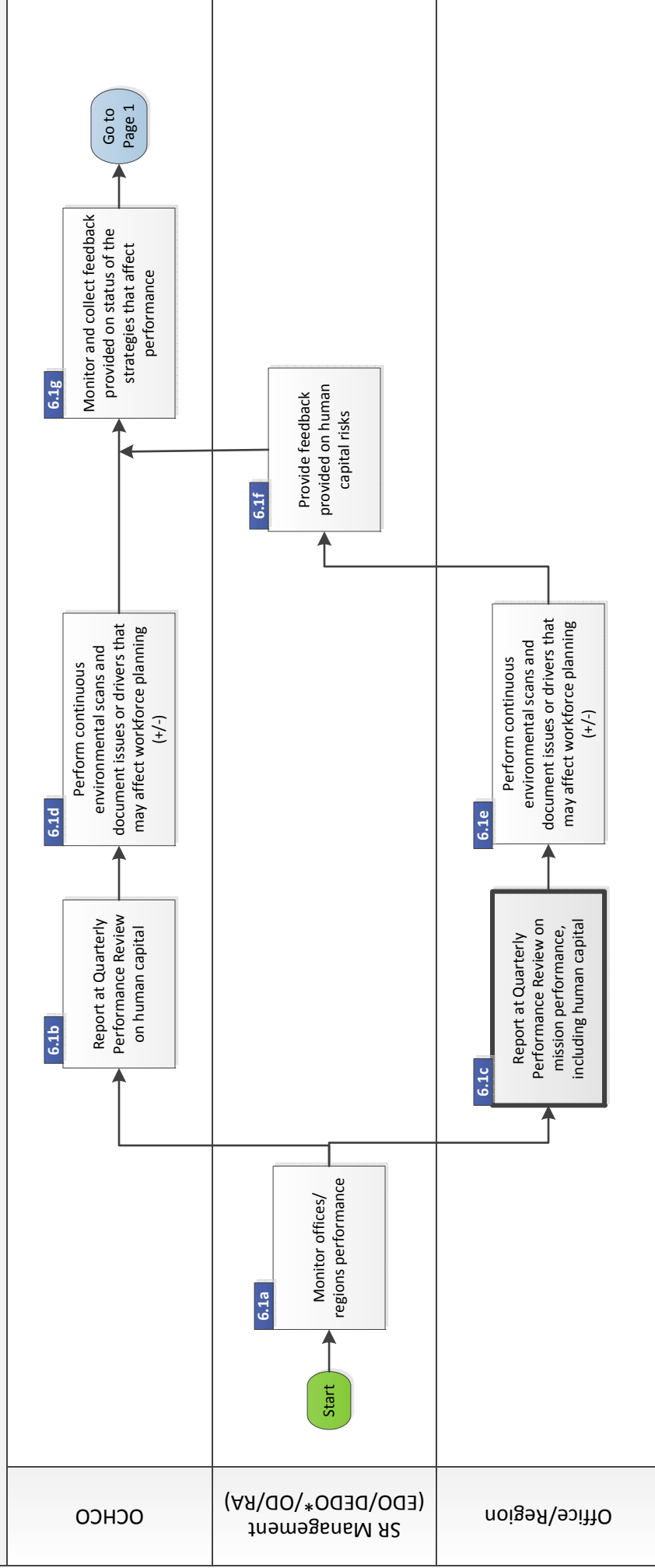
Organizational Strategies

- Structure of the organization
- Administrate efficiencies
- Consolidate services
- Leverage technology
- Re-engineer processes
- Strategic sourcing of contractors

Human Capital Strategies

- Recruit
- Retention incentives
- Lateral reassignments
- Hiring controls
- Develop/Retrain
- Organizational development
- New training/Qualification programs

Enhanced Strategic Workforce Planning: Step 6.0 - Monitor, Evaluate, and Revise Strategies



*Deputy Executive Director of Operations