



Case study

Strategic workforce planning tool

PROBLEM

As part of a programme to promote skills and professionalism, MOD Defence Equipment and Support (DE&S) needed a strategic workforce planning system which could summarise current, and forecast future levels of engineering competence and workforce capability. This would enable them to forecast workforce development in the medium-term.

SOLUTION

- ▶ Frazer-Nash worked in partnership with DE&S to evaluate the current metrics used to measure staff competence, skill and training.
- ▶ We then proposed introducing additional quantitative role profiling data that would enable our clients to gain a deeper and more appropriate evaluation of their workforce capabilities.
- ▶ We developed a bespoke software tool which could evaluate future competency requirements, by benchmarking the current competence requirements.
- ▶ The system was also able to model the workforce advancement over time, enabling the strategic workforce planning to be accurately evaluated.
- ▶ The tool required minimal client training. The software came complete with a comprehensive user guide, acting as an aide-memoire, which explained the projections and how to interpret the results.

BENEFITS

Our clients now have a tool to help them evidence the fact that current and future competence targets are being met. The system enables them to model strategic workforce planning decisions; to explore and optimise competence development strategies, and to reinforce strategic planning decisions they have already made.

Client

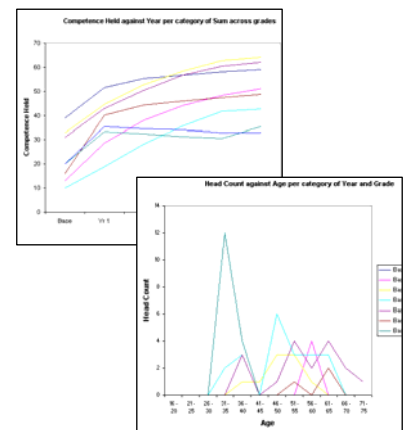
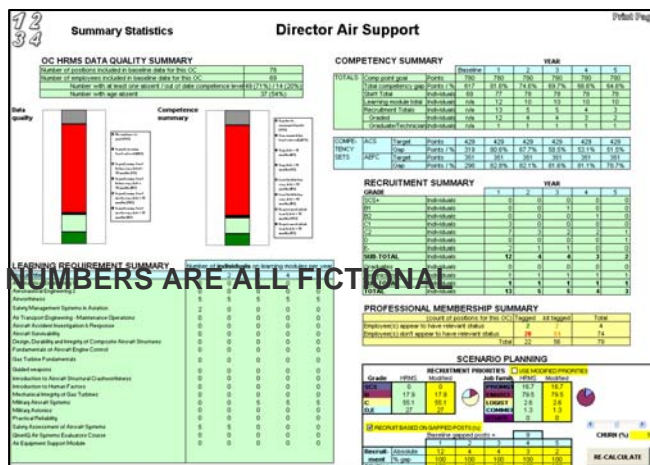
Air Systems Group

Business need

Development of a method to forecast workforce development over time to inform strategic workforce planning to help maintain and develop competency levels

Why Frazer-Nash?

Frazer-Nash has extensive experience in developing practical solutions to complex engineering problems, in addition to developing bespoke software solutions.



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