

Creating a Workforce Development Plan



Workforce Development Planning

A workforce development plan is a document. The document is the outcome of a planning process that is extremely valuable on its own.

Think of the saying about the journey being just as important as the destination. As you will see, the same can be said about workforce development planning.

At the heart of both the planning and the outcome are people—the teams that do the day-to-day work, generate ideas, create products, and engage with customers and constituents.

Managers—from line supervisors all the way up to the executive suite—know that people are the organization’s most valuable asset. Helping them develop the skills they need to perform at a high level is one of the most effective strategies to achieve business objectives. And this is where workforce development planning comes in.

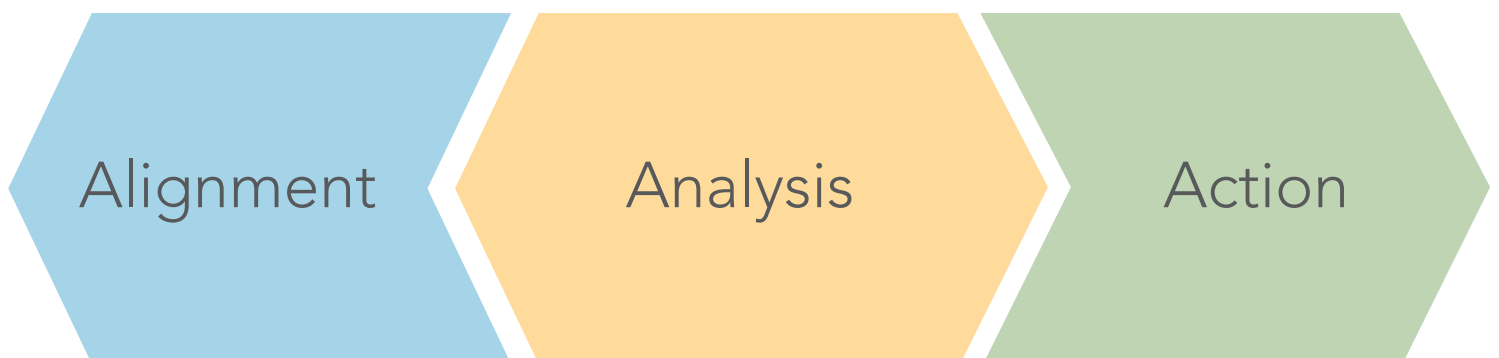
Fundamentally, workforce development planning is a people-centric approach to achieving strategic business objectives.

The Planning Process—Meet the Three A’s

Workforce development planning has three phases. Phase 1 addresses organizational *alignment*. Alignment supplies the business drivers and strategic objectives that will inform the second phase, *Analysis*. The first two phases culminate in a plan that propels phase 3, *Action*. Together, the three phases help organizations create, communicate, and execute their workforce development plan.

During each phase, you will partner with an Esri training consultant to consider a series of questions. The answers will identify important information that should be included in the workforce development plan.

The planning process is intended to be iterative. After the Action phase is under way, periodically you will return to the Alignment and Analysis phases to validate the plan’s relevance. Expect to make adjustments over time as staff roles and organizational priorities evolve.



Looking Ahead

As you reflect on what you have learned about workforce development planning and prepare for new platform initiatives in the future, here are some key points to think about:

<p>Take a peoplecentric approach.</p>	<p>Who are your executive sponsors and stakeholders?</p> <p>How do you communicate to your staff about how their work contributes to the strategic initiatives supported by new technology?</p>
<p>Technology changes may challenge staff with new workflows or requirements.</p>	<p>How do you help individual staff members become comfortable with new technology?</p> <p>How can you foster collaboration across your organization to implement change?</p>
<p>You have a partner.</p>	<p>Schedule time to meet with your Esri training consultant. We are your partners in the workforce development planning process.</p>



My next step is to . . .

Resources for Workforce Development Planning

Contact your Esri training consultant to

- Discuss your organization's objectives and the people who use the ArcGIS platform to achieve these objectives.
- Identify the training options that support your organization's objectives.
- Create a workforce development plan to support your organization's long-term success with the ArcGIS platform.

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