



Workforce Planning Framework

STRATEGY AND PLANNING

Future workforce needs start with the work the organisation must deliver. This framework brings business leaders, HR and Finance together to examine demand, capability, capacity and supply under different scenarios. It supports timely choices about development, recruitment, mobility, redesign and contingency, with explicit assumptions and review triggers.

Outcome → work → capability → workforce → portfolio → value The 8A Strategic Workforce Planning System



THE MODEL AT A GLANCE

The approach

The 8A Strategic Workforce Planning System connects strategy, future work, capability, workforce supply and investment. Eight Rights test the overall choice; nine workforce levers broaden responses. Scenarios, evidence checks and decision gates create an owned portfolio with explicit adaptation triggers.

When to use it

- Growth or service change will alter workforce capacity and capability.
- Critical expertise is scarce or concentrated in a few people.
- Uncertain demand requires adaptable options beyond one fixed headcount forecast.

What the model covers

Anchor · Anticipate · Architect · Assess · Analyse · Address · Activate · Adapt · Right work · Right capability · Right capacity · Right place · Right time · Right cost · Right source and contract · Right experience · Build · Buy · Borrow · Bind · Bridge · Bot · Blend · Base · Buffer

Value for your organisation

- Makes future demand assumptions, uncertainty and capability requirements explicit.
- Broadens workforce responses beyond recruitment and one fixed headcount forecast.
- Establishes review triggers before additional resources or commitments are approved.

Put it into practice

Select a changing service and compare future work with available capability. Explore demand scenarios, supply lead times and suitable workforce responses. Agree funding, accountable owners and the evidence that would trigger a different decision.

Outputs you can use

- Future-work scenarios with explicit demand, capability and operating assumptions.
- Workforce gap assessment covering capacity, skills, supply and lead times.
- Workforce action portfolio with costs, owners and adaptable decision points.