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## Workforce Planning

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Workforce planning is one of the greatest challenges facing public and non-profit agencies. With more than 70 million baby boomers reaching retirement age and only 40 million generation Xers coming behind them, workforce planning ensures that your agency will be staffed to achieve your goals and fulfill your missions.

As a public agency, CPS HR Consulting understands the issues and challenges you face. And as a self-supporting entity, CPS HR understands your need for innovative but practical results. We have helped clients meet their workforce planning and staffing needs for more than 30 years.

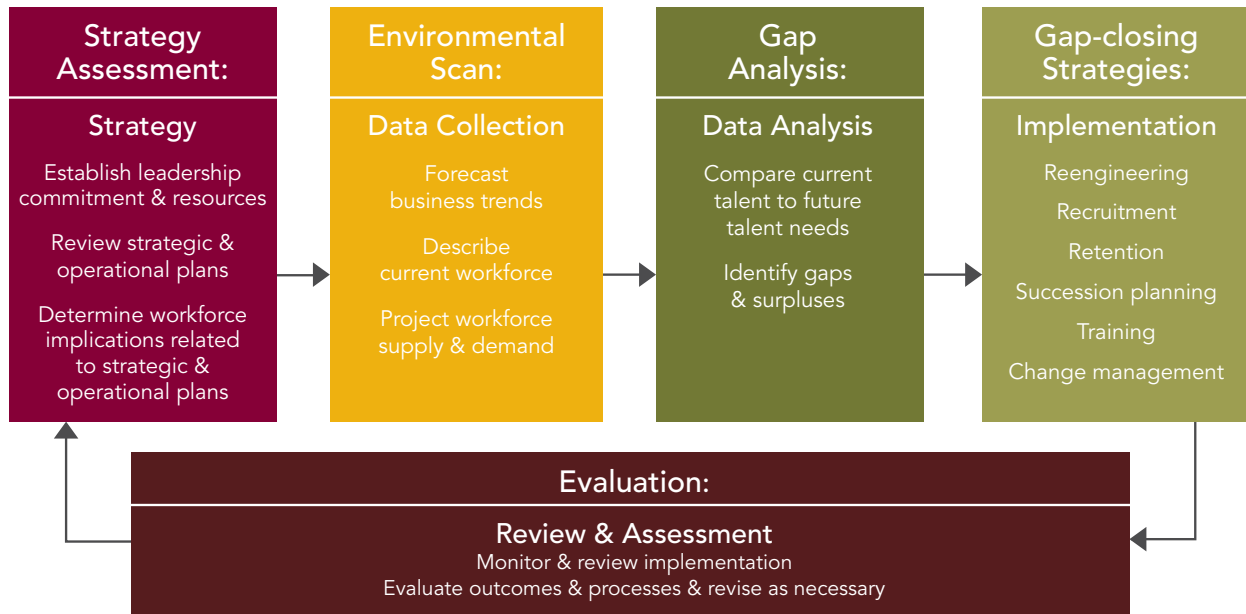
Throughout our history, CPS HR has developed relationships across a spectrum of public agencies in city, county, state and federal government, as well as special districts and non-profit organizations. We leverage these relationships to help organizations meet their staffing needs and achieve their business objectives — from the design and implementation of the workforce planning process to the review and evaluation of the results.

From our perspective, successful workforce planning can be measured by two primary criteria: 1.) positioning your agency to accomplish its goals and 2.) ensuring that your agency will increase its organizational performance.

### **CONSULTATION WITH OPEN COMMUNICATION**

At CPS HR, we believe that a successful workforce planning process begins with an understanding of your organization's strategic and operational plans achieved through an open exchange of information. First, we work closely with your staff and key stakeholders to conduct a strategy assessment. Next, we perform environmental scanning, conduct a gap analysis, implement gap-closing strategies and evaluate the success of the entire workforce planning process. All along the way, we further the dialog with regular reports and feedback. Then, after we complete our work, we'll provide ongoing consultation and assistance whenever you need it.

## THE CPS HR WORKFORCE PLANNING MODEL



CPS HR Consulting will guide you to a technically sound and practical workforce plan, making certain you have the right people, with the right skills, in the right places, at the right times. Integrating strategic planning, program management, human resources practices and budget requirements into one comprehensive workforce plan, CPS HR will give you the direction you need to stay on track and achieve your agency's vision.

The CPS HR workforce planning model is practical, effective and tailored specifically to public and non-profit agencies. Additionally, the model is flexible enough to be modified or customized to meet the unique workforce planning needs of your organization.

### ABOUT CPS HR CONSULTING

CPS HR Consulting is a self-supporting public agency providing a full range of integrated HR solutions to government and nonprofit clients across the country. Our strategic approach to increasing the effectiveness of human resources results in improved organizational performance for our clients. We have a deep expertise and unmatched perspective in guiding our clients in the areas of organizational strategy, recruitment and selection, classification and compensation and training and development.

