

## **What is the timeline from when we contact SCS and when we will have a workforce plan?**

SCS is able to assist with many parts of the workforce planning process, including facilitating conversations about agency mission, values and subsequent environmental scanning. Additionally, we can assist in determining the proper scope for competency models and performing competency assessments. The timeline depends on the size of your agency and the scope of your planning needs and what services your agency would like SCS to perform. Based on these factors, timelines can range from a month for small agencies or plans small in scope to a year for larger agencies or projects with an agency-wide scope.

## **What specific services or assistance can SCS offer on workforce planning?**

SCS can offer a number of services tailored to the needs of your agency. Services we offer include:

- Facilitation of executive meetings to discuss
  - Agency mission
  - Agency vision
  - Agency values
- SWOT Analysis
- Competency Analysis
- Competency Modeling
- Workforce Planning Strategy Generation
  - Recruitment
  - Selection
  - Development
  - Retention
- Advice Statement and Report (offers a narrative reference and record of workforce planning development)

We recommend you contact either Dana LeBherz at [dana.lebherz@la.gov](mailto:dana.lebherz@la.gov) or Glyn Hays at [glyn.hays@la.gov](mailto:glyn.hays@la.gov) to set up an appointment to discuss the needs for your specific agency.

## **Is workforce planning the same as succession planning?**

No. Succession planning is a component of workforce planning. Workforce planning is the process of identifying and addressing gaps between the workforce of today and the human capital of tomorrow. Workforce planning includes: competency modeling, training, retraining, career development, workforce analysis, recruitment, and selection.