

# Workforce Planning

## INPUT

High quality clean data:  
HRIS/Research & Planning

Key Stakeholder  
Participation:  
Labor unions  
Campus Leadership  
Human Resources  
System Office leadership

Subject matter expertise:  
MMB  
Human Capital Institute

## Objective:

Adopt and implement a strategic workforce planning model for MnSCU

## Activities:

- Determine SWP model and review cycle
- Identify issues or barriers
- Create a plan for managing barriers
- Conduct analysis of current workforce enterprise-wide (key positions/competencies)
- Forecast turnover in key positions/functions, forecast supply/demand, and assess impact for the next five years

## OUTPUT

Useful workforce planning data for enterprise, MnSCU system and individual campuses

Data (Supply & Demand) to inform recruiting strategies

Leadership Development:  
Key positions and key competencies

Employee Development: Key positions and key competencies

Compensation: Data on supply and demand

Succession Planning: Key positions identified

## Assumptions

- Structural: Continue as a decentralized system supported by a centralized System Office
- Resource: Availability and integrity of data
- Leadership support (perceived value)
- Staff time and expertise in Workforce Planning
- Volunteer time for Workforce Planning team
- Campus support of Workforce Planning process