

Overview of Specialty Area (Strategic Workforce Planning)

IHRP will award Skills Badges for demonstrated experience and application of skills within this Specialty Area. The following document details the Specialty Area and its corresponding skills:

Points to note:

Proficient level: The skills under the Strategic Workforce Planning specialty area is with reference to the competency " Plan" under the IHRP Body of Competencies (BoCs) and the "Technical Skills and Competencies (TSCs)" level 3 to 4 under the Skills Framework for HR

Advanced Level: The skills under the Strategic Workforce Planning specialty area is with reference to the competency " Plan" under the IHRP BoCs and the "Technical Skills and Competencies (TSCs)" level 5 to 6 under the Skills Framework for HR

You may refer to this link to find out more information on IHRP BoCs: <https://www.ihrp.sg/ihrp-body-of-competencies/>

You may click [here](#) to download the PDF containing the Technical Skills and Competencies Reference from the Skills Framework for HR.

Speciality Area: Strategic Workforce Planning

Definition: Plan for current and future workforce demand and supply to meet strategic and organisational objectives

Skill	Definition
Workforce Gap Analysis	Conduct demand-side analysis to define quantitative and qualitative workforce requirements, based on budget considerations, business strategy and outcome objectives. Analysis could include understanding of current internal/external talent supply and demand, risk factors, skills assessment, gathering and evaluating workforce data.
Workforce Analytics	Leverage analytics tools and insights to determine the future supply of workforce.
Workforce Development Planning	Make recommendations on assessment and deployment, including learning and development, talent management, acquisition, compensation, workforce optimisation and organisation design to deliver business impact.