A Momentary Pause

The Need for Plan & Budget Alignment
Great work done on WFP’s submitted, but concerns arose:
- Actual current FTE’s did not align with budgeted FTE’s
- Neither of those aligned with the financial model

Alignment Process
- The next phase of workforce planning was paused so that reconciliation could happen
- Donna Jones led a team in this rather arduous process
- We now have alignment!
Workforce Planning, Phase 2

Next Steps in the Coming Weeks
Now that we have alignment, planning resumes...

In the next few weeks, all departments will receive revised WFP templates

These templates will be shorter and simpler

They will contain crucial budget and FTE information that you did not have previously

This will allow you to quickly and readily align your current workforce plans to actual permanent and temporary budgets and to FTE’s
Workforce Planning, Phase 2

- Projections on future state budgets will be provided
  - This will allow you to forecast changes for at least five years
  - This forecast will be based upon your individual budget as a proportion of campus budget.

- This exercise will highlight
  - Funding gaps
  - Redundancies
  - Opportunities for greater efficiencies
Workforce Planning, Phase 2

- Greater creativity will be a natural consequence

- As you saw in the Financial Model presentation, without new or alternative revenues, the campus will only be able to afford 300 new positions over the next 10 years

- This number is net gain; keep in mind that during this time we will also be replacing positions as they vacate.

- Workforce planning will allow us to determine if, perhaps, we can combine two entry-level growth positions into one single higher-level growth position for greater efficiency and budget savings.

- We can also explore the possible combination of functions.
Workforce Planning, Phase 2

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Workforce Planning, Phase 2

- Perhaps we will identify technology solutions that may permit us to reduce a growth FTE or otherwise reallocate it.

- Phase 2, then, helps us to:
  - Prioritize our most critical needs
  - Plan for meeting other needs over time
  - Generate much-needed conversations across the campus about where we can collectively achieve efficiencies while improving service.

- HR Business Partners will soon deliver the revised templates and assist you through the next phase of the process.
WORKFORCE PLANNING UPDATE:
LEADERSHIP COUNCIL ~ 28 SEPTEMBER 2015