



Australian Government

Workforce Australia

Actions: Workforce planning to deliver business outcomes

Systematic workforce planning aligns businesses and human resource needs to improve business outcomes.

Planning aims to ensure that the right people - with the skills and capabilities necessary for work – are available in the right numbers, in the right employment types, in the right place and the right time to deliver business outcomes.

Strategies are informed by scenario planning, future workforce demand, internal workforce supply, external workforce supply and analytics.

Where to find information:

- Workplace Gender Equity Agency: [Workplace gender equality | WGEA](#)
- Workplace Gender Equity Agency: [WGEA Data Explorer](#)

What immediate actions you can implement:

- Identify and disrupt bias across the talent lifecycle by using the [Fixing the system not the women resource](#).
- Review local data to determine workforce profile in your region (including available skills, capabilities, and appetite for returner opportunities). Visit [Labour Market Insights](#).

What longer term actions you can implement:

- Analyse internal workforce supply to identify skills and capability shortages, gaps in succession planning and the skills and capabilities that your organisation may wish to cultivate in future. Identify positions (available now and in the future) that may be viable for returners.
- HR team to convene a discussion with the Executive team, focused on future workforce requirements (including numbers, skills and capabilities).

