

WORKFORCE DEVELOPMENT PLANNING

Drake Workforce Development Planning is a workforce planning and training planning service established to meet the unprecedented need created by downsizing and restructuring, combined with underlying skills shortages in the Australian labour market.

Workforce Planning is an important part of every successful business strategy. With mounting challenges, getting the right balance of high quality staff into the right area of your business at the right time is critical.

Workforce Planning involves identifying, assessing, developing and sustaining employee workforce skills required to successfully accomplish business goals while balancing the needs and expectations of employees.

Skills based training helps businesses develop innovative and cost effective work practices and highlights opportunities for growth.

“SKILLS FOR GROWTH” PROGRAM

The “Skills for Growth” program is a government funded initiative that provides you with a specialist consultant to work with you, free of charge, to identify your strategic business aims and objectives, and develop your workforce plan and training plan.

Participating organisations will have access to a new program of government subsidised funding for accredited training for eligible employees.

Drake has been appointed as an independent specialist consultant to work with businesses to:

- Identify strategic priorities for the business
- Assess their workforce skills and their training needs
- Identify your future employee and HR requirements
- Provide a tailored training plan for employees
- Assist the business in placing employees into accredited training courses

The key outcome of the “Skills for Growth” program is to boost the number of employees of small to medium businesses who undertake relevant accredited training which leads to State accredited course qualifications.

Benefits

- Access experienced specialist consultants at no cost
- Establish a plan for your human resource needs, which will help avoid future skills shortage challenges
- Identify in a training plan the critical skills which will help to increase your competitiveness, and the training which will improve employee retention
- Gain access to government subsidised training for your staff

Services to be delivered

- On-site Business Strategic Diagnostic Assessment
- Workforce Audit of the business
- Workforce Action Plan identifying future employee needs, succession planning, critical skills needs, and HR system needs
- Skills/Training Needs Analysis for your employees
- Workforce Training Plan for employees and the business
- Advice on placement into training that leads to a State accredited course qualification, with recommended training providers
- Advice on government funding sources for training available as a part of the “Skills for Growth” program
- Completed “Skills for Growth” report, with final recommendations

Who is Eligible for the “Skills for Growth” Program?

The “Skills for Growth” program is open to all small to medium businesses with operations in Victoria, that:

- Employ between 1 and 200 FTE staff in Victoria
- Have been trading for at least 12 months
- Are financially sound

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