



GOVERNMENT AND PUBLIC SECTOR | GPS-026

Strategic Workforce Planning in the Public Sector

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Course content

Why Attend

Government workforces face ageing, skills shortages, digital transformation and budget constraints. Strategic workforce planning helps public entities ensure they have the right people and skills for the future.

This Aractech course covers workforce planning frameworks, workforce data analysis, demand and supply forecasting, skills gap analysis, scenario planning, workforce strategies including reskilling and recruitment, and linking workforce plans with budgets. Participants develop a workforce plan.

Course Methodology

- Data analysis exercises
- Planning workshops
- Case studies
- Scenario planning
- Group work

Course Objectives

- Explain strategic workforce planning in government
- Analyse workforce data
- Forecast workforce demand and supply
- Identify skills gaps
- Develop workforce strategies
- Link workforce plans to budgets and strategy

Target Audience

- Public sector HR managers
- Workforce planners

Course content

- Strategy and planning officials
- Finance and budget staff

Course outline

Detailed course outline

Day-by-day outline for Strategic Workforce Planning in the Public Sector.

Day 1 - Workforce Planning Foundations

- 09:00-09:39 | Why workforce planning
- 09:39-10:18 | Public sector context
- 10:18-10:57 | Frameworks
- 10:57-11:00 | Stakeholders
- 11:00-11:30 | Coffee break
- 11:30-12:05 | Stakeholders (continued)
- 12:05-12:43 | Maturity
- 12:43-14:00 | Exercise: Current workforce profile

Day 2 - Workforce Analysis

- 09:00-09:45 | Workforce data
- 09:45-10:30 | Demographics
- 10:30-11:00 | Turnover and retirement
- 11:00-11:30 | Coffee break
- 11:30-11:45 | Turnover and retirement (continued)
- 11:45-12:30 | Skills inventories
- 12:30-14:00 | Lab: Workforce analysis

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Day 3 - Forecasting

- 09:00-09:45 | Demand drivers
- 09:45-10:30 | Supply forecasting
- 10:30-11:00 | Scenario planning
- 11:00-11:30 | Coffee break
- 11:30-11:45 | Scenario planning (continued)
- 11:45-12:30 | Digital impact
- 12:30-14:00 | Workshop: Scenario planning

Day 4 - Workforce Strategies

- 09:00-09:34 | Recruitment
- 09:34-10:08 | Reskilling
- 10:08-10:42 | Mobility
- 10:42-11:00 | Succession
- 11:00-11:30 | Coffee break
- 11:30-11:46 | Succession (continued)
- 11:46-12:53 | Case study: Public workforce plan
- 12:53-14:00 | Exercise: Strategy options

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Day 5 - Implementation

- 09:00-09:54 | Budget links
- 09:54-10:48 | Governance
- 10:48-11:00 | Monitoring
- 11:00-11:30 | Coffee break
- 11:30-12:12 | Monitoring (continued)
- 12:12-13:06 | Communication
- 13:06-14:00 | Capstone: Workforce plan

Seminar dates

Available seminar dates

Live dates and pricing for Strategic Workforce Planning in the Public Sector generated from the course details page.

Date	Location	Format	Fee
2 - 6 November 2026	Rome	Classroom	€3,460
21 - 25 December 2026	Istanbul	Classroom	€1,978
18 - 22 January 2027	Kuala lumpur	Classroom	€1,925
15 - 19 February 2027	Barcelona	Classroom	€2,815
15 - 19 March 2027	London	Classroom	€2,315
19 - 23 April 2027	Munich	Classroom	€3,225
17 - 21 May 2027	Amsterdam	Classroom	€2,830
21 - 25 June 2027	Istanbul	Classroom	€1,978
19 - 23 July 2027	Rome	Classroom	€3,460
16 - 20 August 2027	Istanbul	Classroom	€1,978

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20 - 24 December 2027	Munich	Classroom	€3,225
2 - 6 November 2026	Online / Live	Online / Live	€1,815
21 - 25 December 2026	Online / Live	Online / Live	€1,815
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