



Policy: Workforce Planning

ChildNet Number: CN 009.075
Original Approved Date: May 20, 2010
Policy Revised Date(s):
Policy Sunset Date:
COA Standard(s): HR 2, HR 5.04

Statement of Policy:

ChildNet assesses its workforce and employment patterns during its annual planning process to adequately prepare for future workforce needs and to ensure that the cultural characteristics of personnel generally reflect those of its service population.

Board Chair's Signature: _____

Date: _____

10/19/10



Procedure: Workforce Planning

ChildNet Number: CN 009.075
Original Approved Date: May 20, 2010
Procedure Revised Date(s): August 22, 2014
Procedure Sunset Date:
COA Standard(s): HR 2, HR 5.04

Statement of Procedure:

Talent Management takes the following steps annually during ChildNet's planning process:

- A. Data from the dashboard is pulled to identify the cultural composition of ChildNet's service population.
- B. Data from the personnel information systems is pulled to identify the cultural composition, skills, and demographic information of ChildNet's workforce.
- C. The data is consolidated and analyzed in alignment with ChildNet's Strategic Plan to identify if gaps exist that require action.
- D. When the analysis indicates workforce gaps in either the cultural composition or skills required for current or future ChildNet needs, an action plan is developed that establishes recruitment goals and timeframes to correct the gaps.
- E. Talent Management creates, reviews, approves, and implements the action plan.

President's Signature: _____

Date: 08-27-14