

Recruitment and Retention

Government Organisation

1 SITUATION

A government organisation was seeking support to help improve recruitment and retention of the workforce, by modernising their Job Architecture, Competency Framework, Career Pathways and creating necessary artefacts to support a pay case. The project goal was to align mastery across the community in a systematic, capability-led fashion to deliver the agility and flexibility required across the workforce system. Deloitte were engaged to support the organisation in updating and enhancing the community in line with enterprise models and requirements.

2 SOLUTION

Deloitte worked alongside the organisation and community stakeholders to provide the following support:

- Assessment of current and future state baseline Career Continuums;
- Analysis of the organisation's learning & development (L&D) approach including baseline assessment, job specifications, target population profile, job task profiles, gap analysis statement and L&D strategy;
- Review and update of the organisation's Workforce Specification and Development Plans,
- Development of a competency framework and career pathways for the organisation and community,
- Providing Objective Quality Evidence for the pay case and supporting artefacts; and
- Extensive stakeholder engagement to collect data and develop relevant, accurate workforce artefacts.

3 OUTCOME

Deloitte worked closely with senior stakeholders to assist in the improvement of recruitment and retention of the organisation's workforce, to help facilitate career mobility and develop its people capabilities. The project was set up for success, allowing the organisation to successfully deliver Career Continuums, Career Pathways and L&D approach analysis to support the delivery of a skilled and technical workforce that aligns to requirements and sustains future capability needs.

