

On the job submission – Understanding resource and talent planning

1. Talk to your line manager or other relevant person to thoroughly understand how your organisation's approach to recruitment has changed due to the pandemic. Evaluate what has changed and your role in these changes.

I held a meeting with my line manager Vicky Cole on 21st April 2022, we discussed how the organisations approach to recruitment has changed due to the pandemic. Pre pandemic roles were advertised online via job boards, sent out to current employees to recommend a friend, or candidates were sourced through our database of candidates that had expressed an interest in working for the organisation previously. We also held assessment centres, interviews were always held face to face with a tour of the site manufacturing facility, and pre-employment paperwork appointments were always held onsite face to face. During and since the pandemic a lot has changed. We still advertise via job boards but do a lot more CV searching and head hunting due to the tight labour market created by the pandemic, instead of assessment centres we now do photometric testing online and before candidates are interviewed, they need to attend our site online induction where a test is carried out at the end to evaluate. Interviews are now carried out virtually via teams, the site tour is not offered however a virtual tour is part of the online induction process. If a candidate is offered, all onboarding is now completed online with virtual ID checks and references sent automatically from our new IT system.

2. Review the statistics for recent leavers within your organisation to see if there are any trends such as reasons for leaving, business areas, demographic of leavers. Use this information to suggest retention initiatives relevant to your organisation.

When I reviewed the data from the last 12 months for leavers, there had been a total of 9 leavers, all of these left for permanent roles elsewhere, this is due to our workforce being agency workers, some have been in their roles 5-10 years as agency workers, the only thing I can suggest to these is that the organisation look to offer permanent roles to agency workers and look to increase the benefits to these employees beyond what is covered in the Agency Workers Regulations (2011)

3. Discuss your development needs with your line manager in relation to resourcing and talent planning using the CIPD Profession Map as a basis for your discussion. You will need to consider whether or not your skills in this area require improvement.

I met with my manager Vicky Cole 20.04 2.2022 to discuss my development needs on employee engagement. From evaluating the CIPD (2018) professional map specialist knowledge resourcing understand How workforce planning impacts the resourcing agenda. From writing my recent assignment on resourcing and talent planning I now have a solid understanding of the key principles and tools required for workforce planning, how to develop a basic people plan, how to attract and retain talent, and best practices for recruitment, redundancy, dismissal and retirement. In regard to the principles of fair and objective assessment. I feel I am currently at the foundation level for this on the CIPD (2018) Map however within the organisation we have a subject matter expert on assessments and testing so I will link in with them to learn more on this.

Bibliography

Agency Workers Regulations (2011)

CIPD (2018) *Profession Map*. Chartered Institute of Professional Development. London