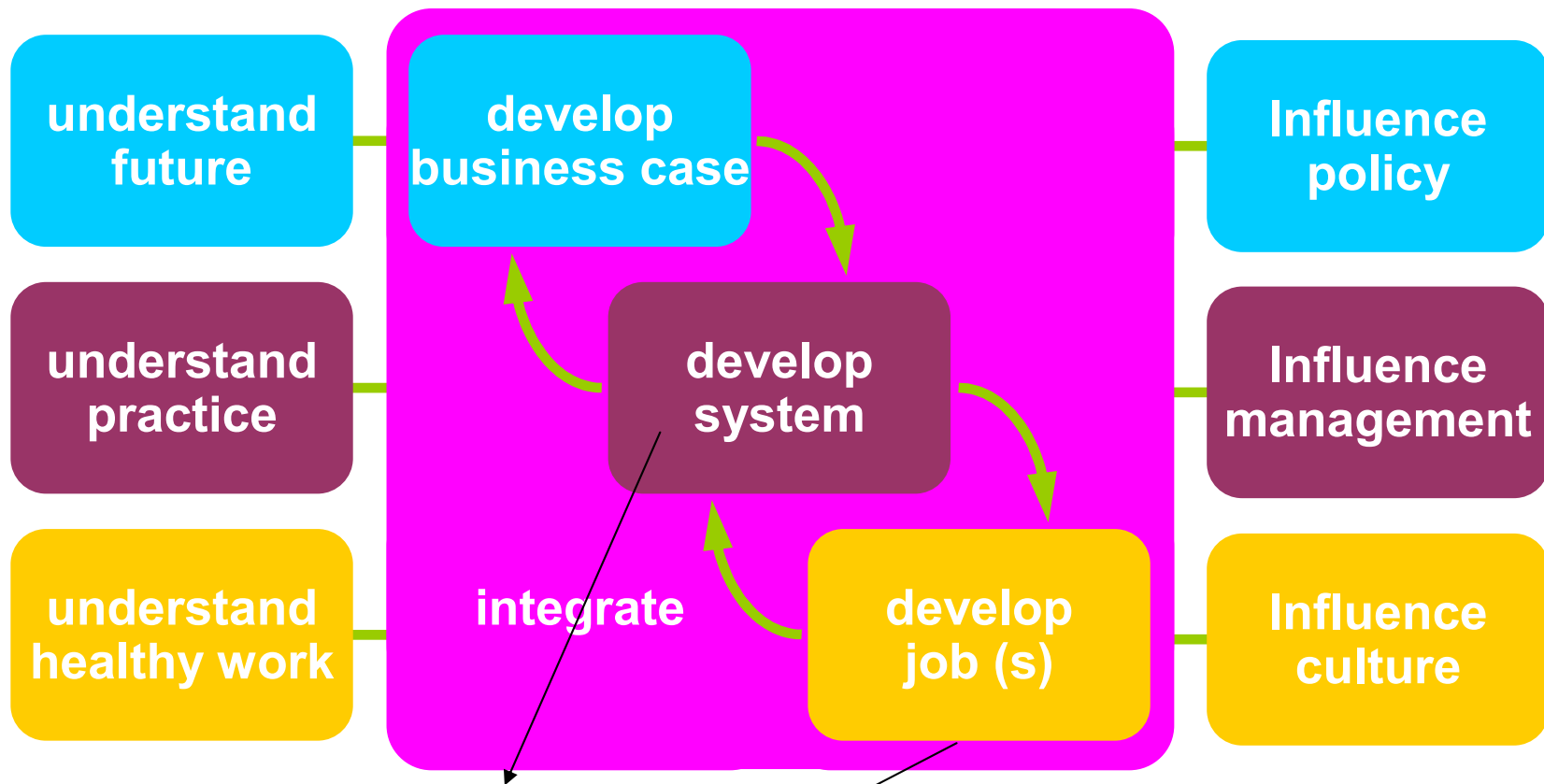


Session 3: CRP structure



- Briefing document:
 - i~work 7-1: April 2007
 - ‘Realising potential’
 - Lego approach to CRPs
- RCA
 - Integrated CRP

Workpackage structure

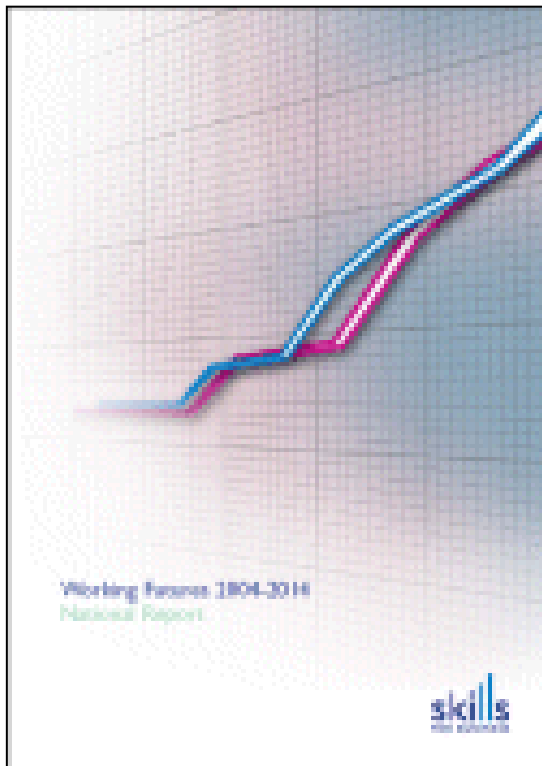


Organisational system, structure, management response

Job = job redesign, focusing on the individual

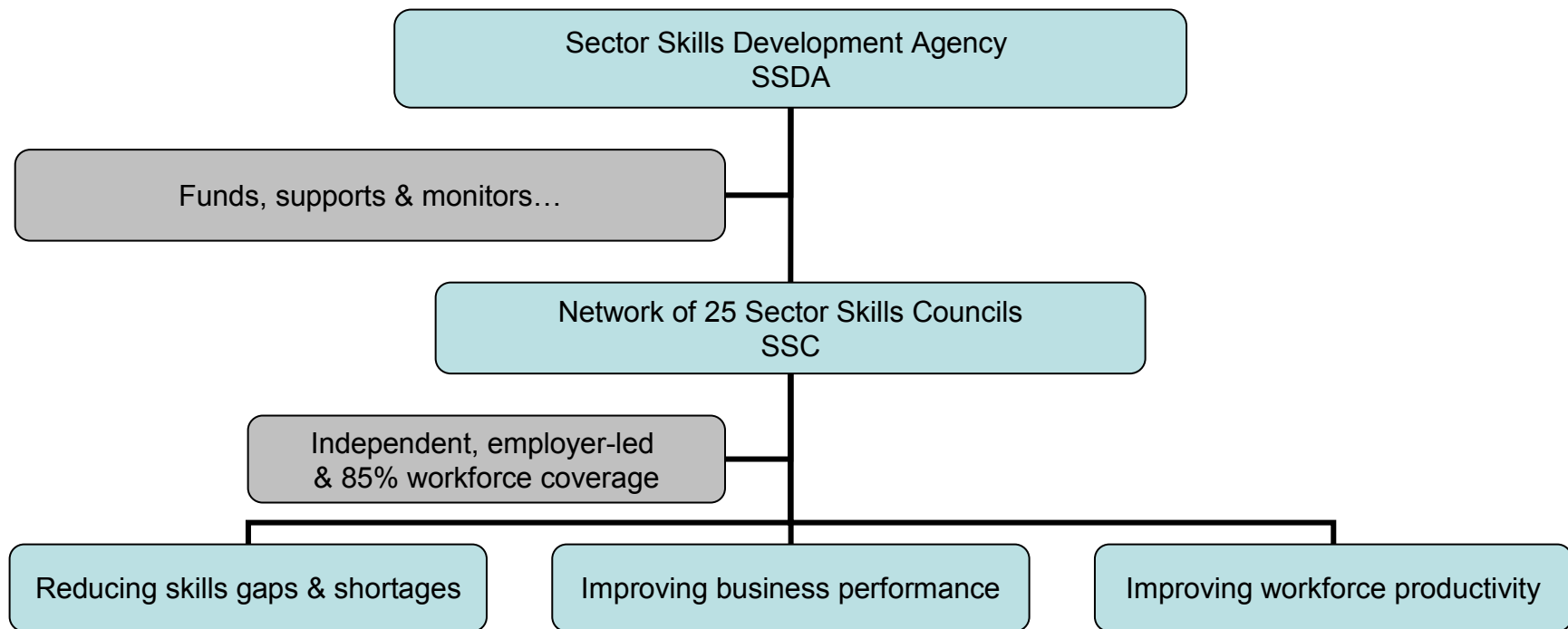
Platman/ i~work/ confidential/ July 19, 2007

Case Study Selection



- Working Futures: 2004-2014

A business-led rationale



SSC examples



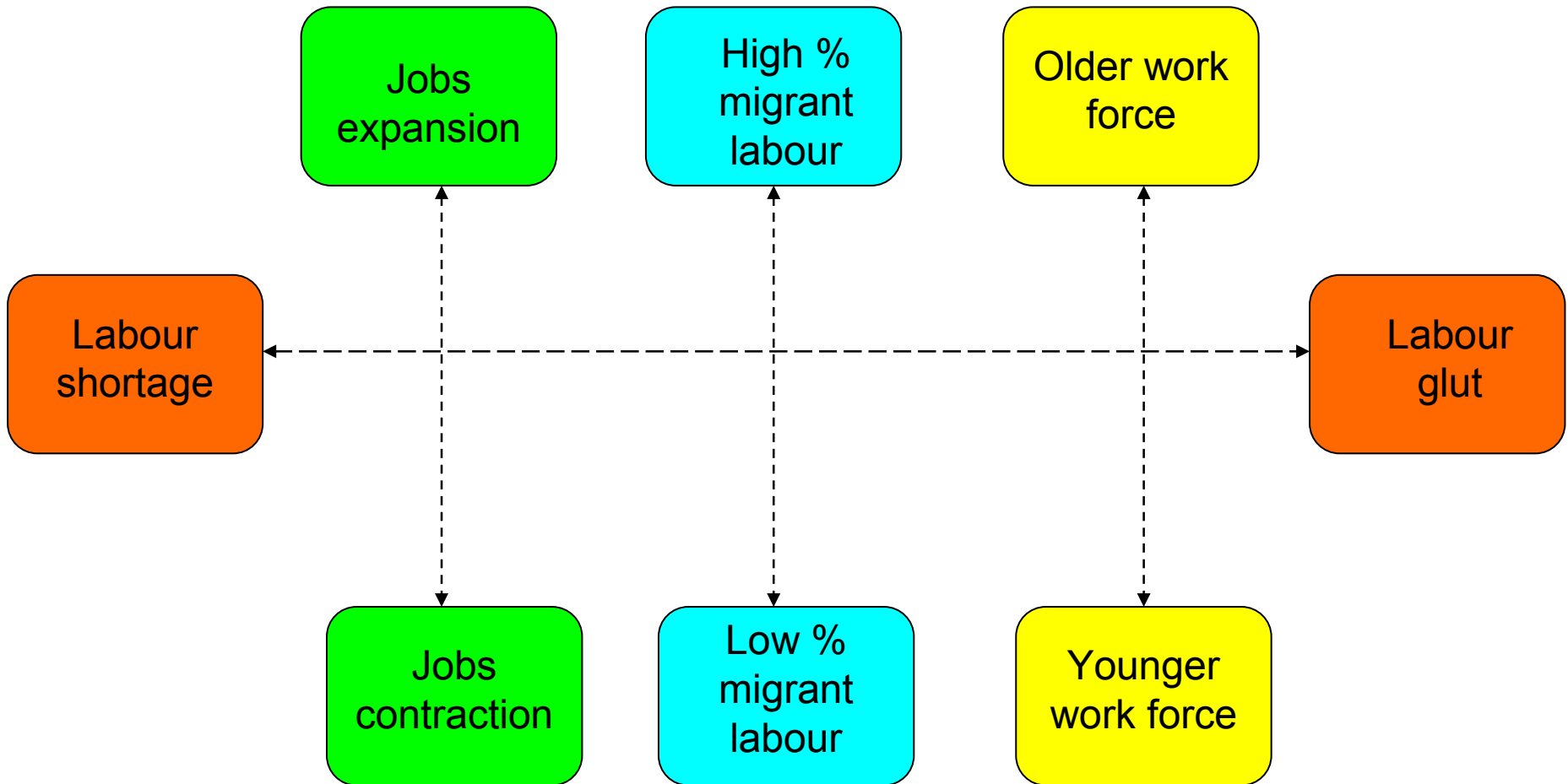
- Cogent: oil, gas, chemical manufacturing
 - 850,000 workers
- GoSkills: passenger transport
 - 555,000 workers
- People1st: hospitality, leisure, tourism
 - 1.9 million workers (30% staff turnover p.a.)
- Financial Services Skills Council
 - 1.2 million workers

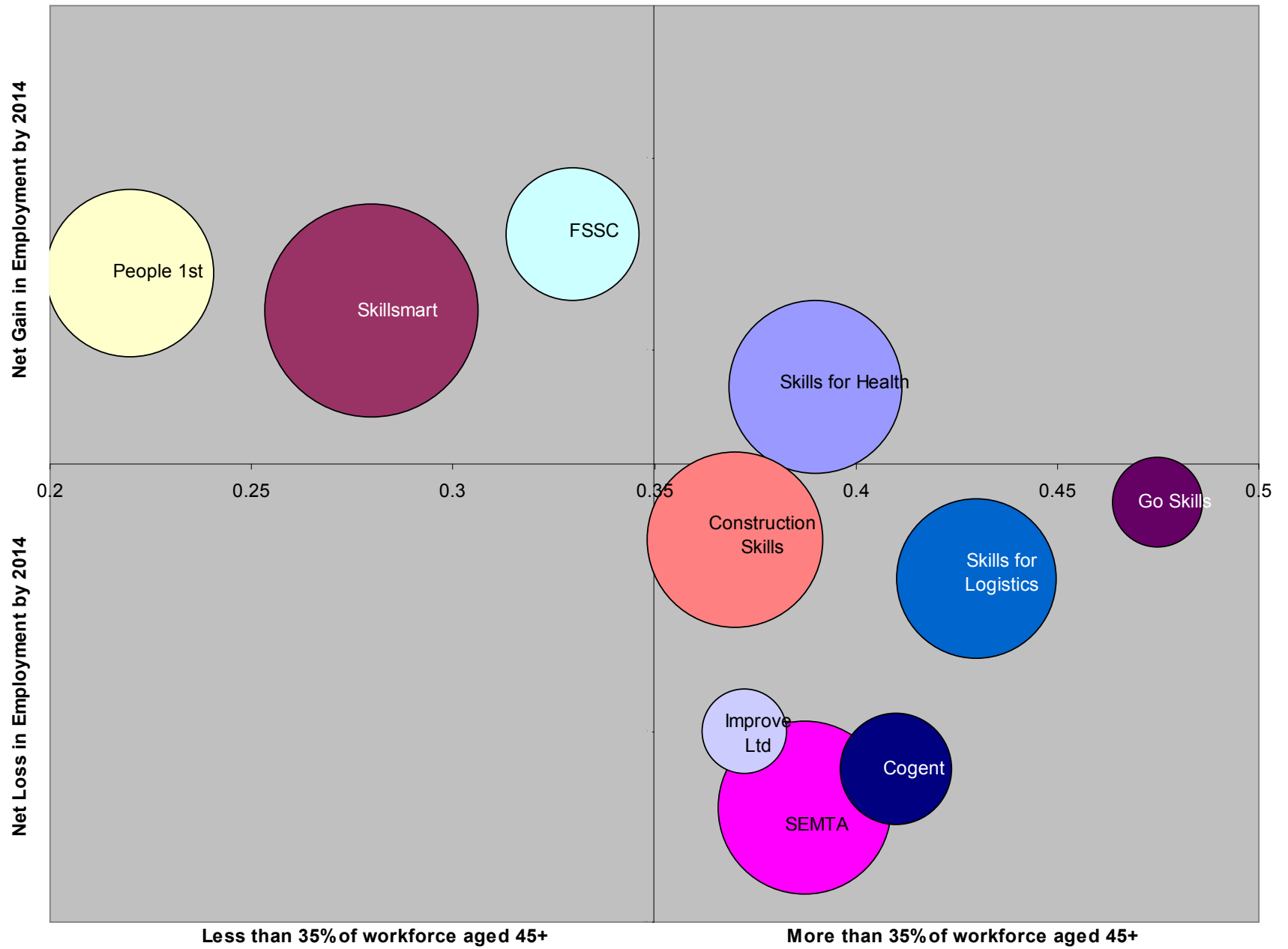
Sector Skills Agreements

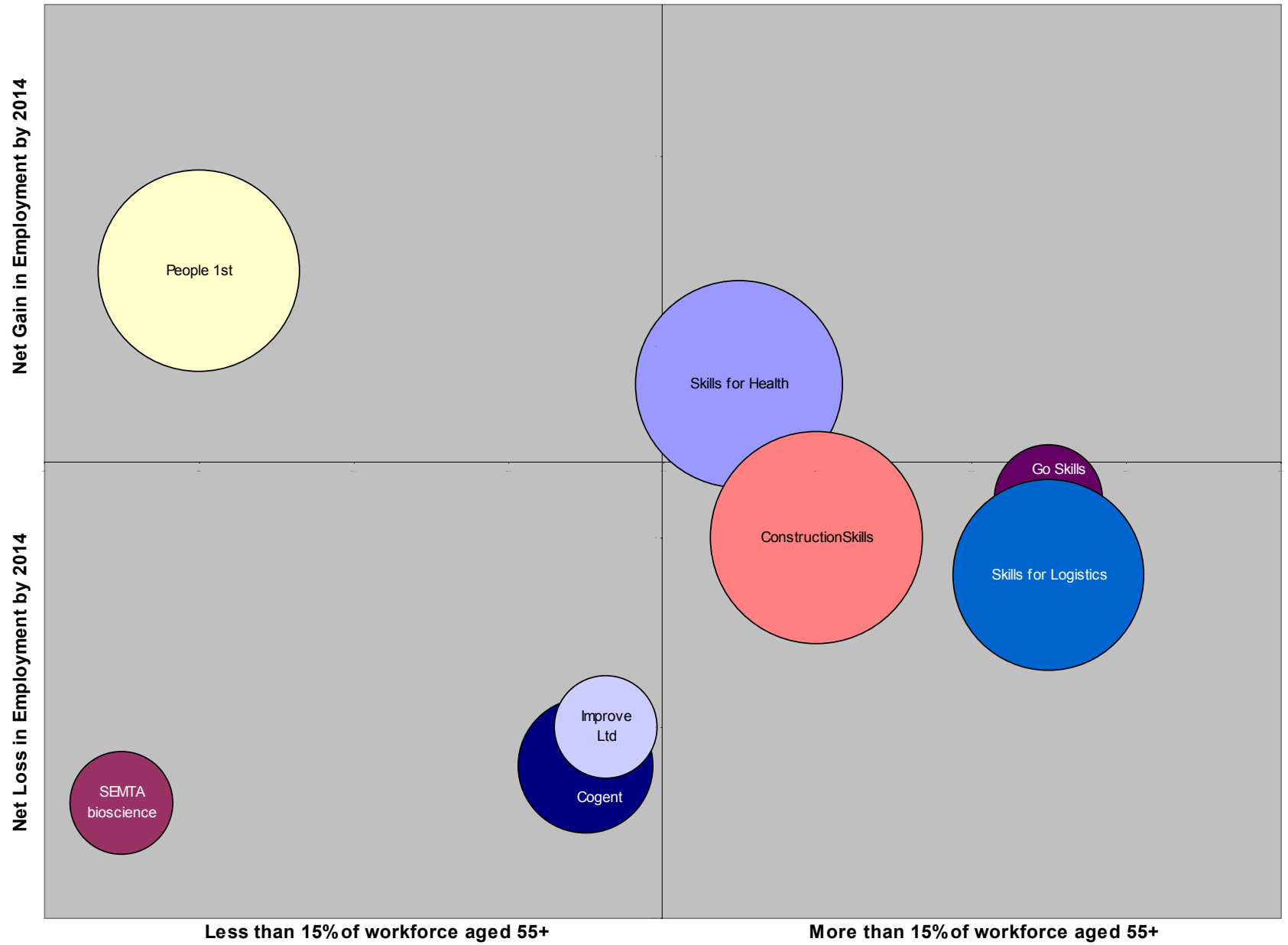


- Skills needs analysis: Stage 1
 - Trends & forecasts: expansion, contraction, volatility
 - Contribution to GDP
 - Labour supply: glut or shortage
- Workforce composition
 - Age, gender, ethnicity
 - Contractual arrangements: pt, s/e, volunteers
 - Staff turnover
 - Off-shoring, internal migration
 - Broad occupational groups
 - Managers; professionals... operatives; elementary

Spectrums



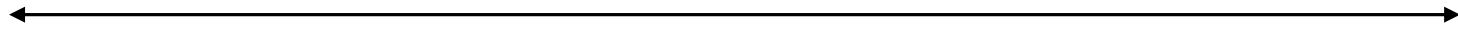




Short-term

Mid-term

Long-term

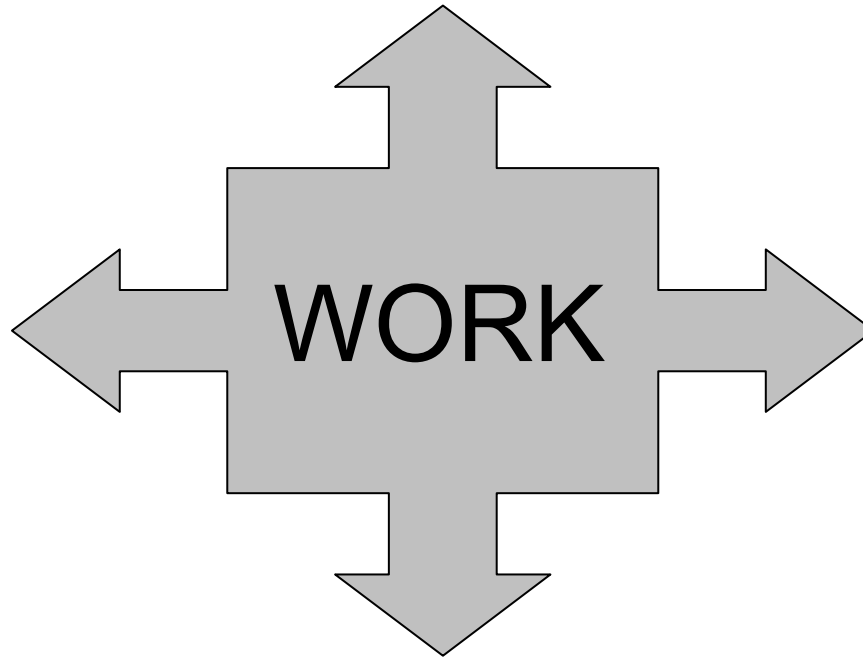


SKILLS NEEDS

[S]

WORKFORCE
AVAILABILITY

[WF]



MARKET
OPPORTUNITIES

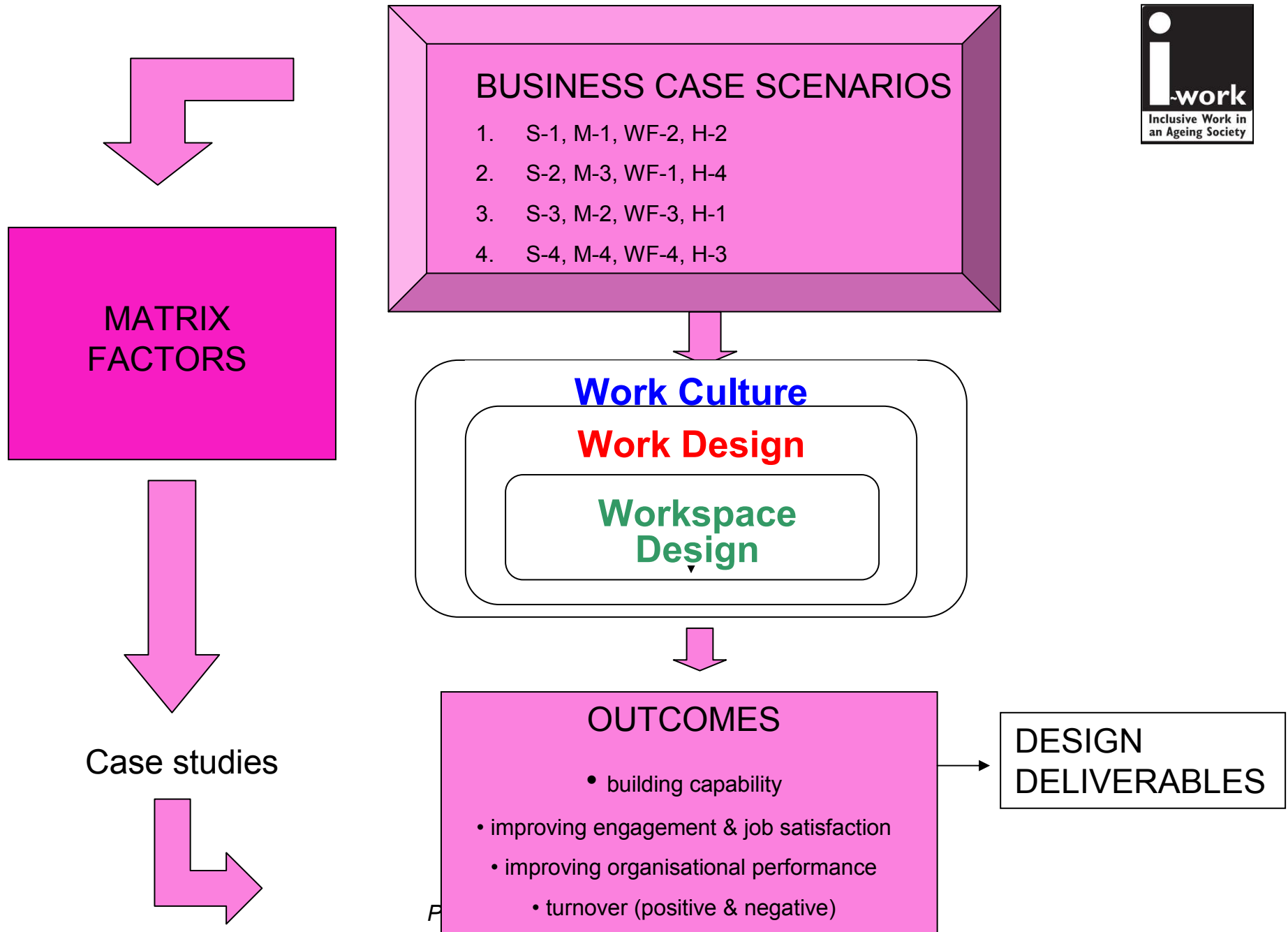
[M]

HEALTH
FACTORS...

[H]

Occupational
Life Course
Generational

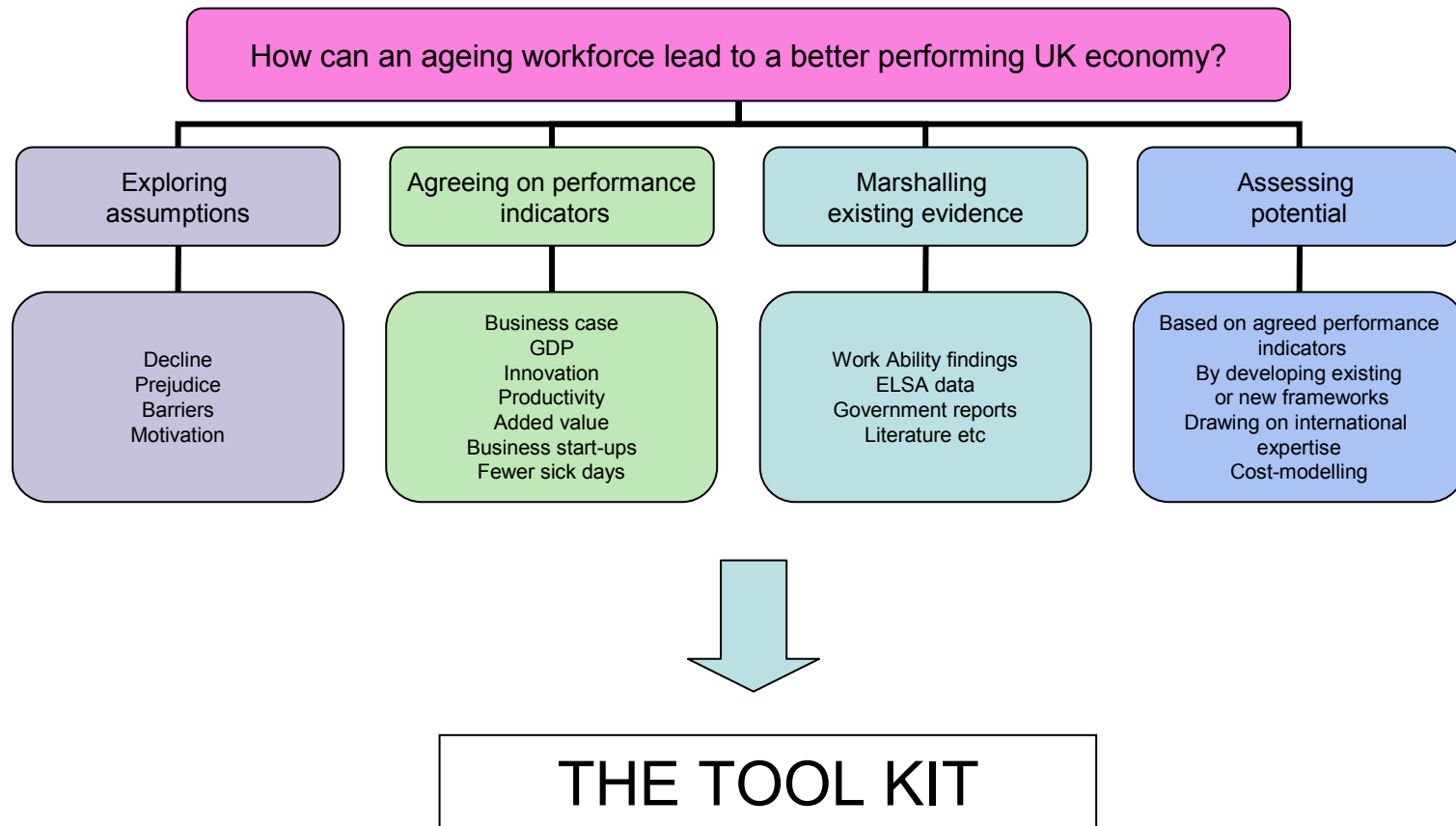
Platman/ i~work/ confidential/ July 19, 2007



Business Case Scenarios



- Various sectors, occupations
- Range of individual circumstances & work settings
- Consultation workshops
 - Feeding results into CRP
 - The overarching research problem?



Draft CRP



- i~work document 19-1
 - Introduction & rationale
 - Skeleton work packages