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Data Literacy for Strategic Workforce Planning & Talent Analytics Playbook

Planning future talent needs on projections rigorous enough to justify a multi-year hiring commitment

- Practitioner
- Intermediate
- Template Included

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- 01 October 2022
- 3 minute(s)

Overview

A framework for building data literacy specifically for strategic workforce planning and talent analytics — demand forecasting critical reading for workforce needs, understanding attrition and pipeline modeling assumptions, and appropriately weighing internal historical data against structural changes in the talent market.

Isn't workforce planning largely a business judgment exercise

informed by headcount budgets rather than a data literacy challenge? Business judgment remains essential, but increasingly sophisticated workforce planning relies on demand forecasting and attrition modeling that require specific data literacy to interpret correctly — methodologically flawed workforce forecasts can produce confidently wrong multi-year talent commitments.

What's the most common data literacy gap specifically in

strategic workforce planning? Extrapolating historical attrition and hiring patterns without adequate consideration of structural talent market shifts — a historically stable attrition rate can change meaningfully due to market conditions that trend extrapolation alone wouldn't anticipate.

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sophisticated\nworkforce planning relies on demand forecasting and attrition modeling\nthat require specific data literacy to interpret correctly —\nmethodologically flawed workforce forecasts can produce confidently\nwrong multi-year talent commitments." } }, { "@type": "Question", "name": "What's the most common data literacy gap specifically in", "acceptedAnswer": { "@type": "Answer", "text": "strategic workforce planning?\nExtrapolating historical attrition and hiring patterns without adequate\nconsideration of structural talent market shifts — a historically\nstable attrition rate can change meaningfully due to market conditions\nthat trend extrapolation alone wouldn't anticipate." } }] }

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