

Workforce Development

What is Workforce Development?

Strategic Workforce Development helps a company align its business strategies by identifying and analyzing what it will need in terms of the size, type, and quality of workforce to achieve its objectives. It is a proactive and systematic strategic management process that is critical in helping an organization determine the mix of experience, knowledge, and skills that are required and the sequences of steps to get the right number of right people in the right place at the right time. Ultimately, it helps an organization accomplish its intent while at the same time balancing the career and lifestyle goals of its employees.



Momentum's Methodology

Momentum helps its clients gain insight into what people the organization will need and what people will be available to meet those needs. This insight identifies the gaps between a client's demands and the available workforce supply to accommodate them; our consultants then have the expert knowledge needed to create and target programs, approaches, and strategies to successfully close the gaps.

Specifically, Momentum consultants work with organizations to:

- **Assess and control labor costs**
Momentum consultants conduct environmental scanning to gather business intelligence and identify the circumstances that surround the general workforce situation. They use this information to determine supply and demand factors in a client's internal and external workforce pool and control labor costs accordingly.
- **Assess talent needs**
Momentum conducts quantitative and qualitative Future View analysis to determine the client's potential needs in consideration of emerging trends and issues in the industry.
- **Make informed business decisions**
Future View analysis coupled with initial labor force assessment gives Momentum consultants the knowledge needed to identify critical elements in a client's Workforce Development plan and make informed recommendation of course of action that best aligns with its overall business strategy.
- **Close the gaps**
Momentum's consultants teach the client the best way to manage its human resources programs and practices that will align with its current and future workforce needs determined during the Workforce Development analysis.

Contact

Momentum is a local Pennsylvania business with global reach. We employ full time principal and senior consultants with a unique combination of expert skills in training and facilitation for executive and mid-level management. For more information about how Momentum can help your organization produce results, contact us at (717) 214-8000 or via email at info@m-inc.com.