

# HEALTHCARE DATA PROVIDER

Aligning talent strategies, resource plans and skill frameworks to an expanded brief for data standards and provision in UK healthcare

## CLIENT SCENARIO

The department had agreed an expanded brief for the standardisation and supply of UK healthcare data, sourced from and provided to multiple public bodies.

The expanded responsibilities required development of new platforms and processes to capture and communicate data. To enable this, workforce changes included the integration of several teams and re-training of talent across the UK healthcare network.

To support the workforce transition, the client requested a workforce planning audit to establish a repeatable resourcing process.

## APPROACH

Core activities of the workforce planning audit:

- Assessment of current workforce planning processes and procedures (who was responsible, when this was conducted, how often it was kept up-to-date, work definitions used)
- Interpretation of findings to define a singular workforce planning process and consistent inputs
- Definition of a standardized work, job and skill taxonomy – providing the prism through which all future data activities could be resourced
- Workforce design and sizing recommendations for the future data services portfolio.

## OUTPUTS

- Data service catalogue, linked to job and skill requirements across several teams and organisations
- Resource estimates by service catalogue, inclusive of development and delivery activities
- Workforce recommendations, including buy, build and borrow sourcing strategies for required jobs/skills
- Repeatable workforce planning process for additional services.

