
Overview

This standard is about developing, implementing and evaluating a resourcing strategy to ensure that sufficient appropriately skilled candidates are identified to fulfil the requirements of your business objectives.

Performance criteria

- You must be able to:*
- P1 Review existing strategies and evaluate them against organisational needs.
 - P2 Specify an appropriate timescale for the development of the strategy
 - P3 Identify how the resourcing strategy will be integral to the overall organisation strategy
 - P4 Make sure that the strategy clearly promotes equality, diversity and ethical practice
 - P5 Review the implications of all legal requirements, codes of practice and organisational procedures
 - P6 Take account of external and internal influences and trends
 - P7 Seek advice and guidance from recognised sources of expertise
 - P8 Consult with key stakeholders to agree the strategy

Implement a resourcing strategy

- You must be able to:*
- P9 Develop a detailed action plan for implementation
 - P10 Identify the resources needed to implement the strategy, and how to obtain them
 - P11 Identify the key stakeholders in the implementation process and gain their commitment
 - P12 Delegate activities as appropriate
 - P13 Take responsibility for the delivery of the strategy, steering and influencing the implementation process as appropriate

Evaluate a resourcing strategy

- You must be able to:*
- P14 Establish the success criteria by which the strategy will be evaluated
 - P15 Establish when the strategy will be evaluated
 - P16 Monitor continued compliance with legal requirements, codes of practice and organisation procedures
 - P17 Collect valid and comprehensive data, including feedback from stakeholders
 - P18 Evaluate the strategy against the agreed success criteria
 - P19 Make recommendations to modify or maintain the strategy

Knowledge and understanding

You need to know and understand:

- K1 How to develop and plan a strategy
- K2 How to establish the link between the proposed strategy and the organisation's aims and objectives
- K3 How to assess the likely impact of recommendations on other human resources or organisational functions
- K4 Current legal requirements, codes of practice and organisational procedures
- K5 How to identify and take into account the external and internal influences and constraints on the development of the strategy

You need to know and understand:

Implement a resourcing strategy

- K6 How to implement a strategy
- K7 How to identify key stakeholders and resources needed to implement the strategy
- K8 How to influence implementation of the strategy with key stakeholders
- K9 Ethical issues and how to resolve them

You need to know and understand:

Evaluate a resourcing strategy

- K10 How to select and apply appropriate data collection and analysis techniques
- K11 How to evaluate quantitative and qualitative information against the agreed success criteria
- K12 How to summarise and present data
- K13 How to make recommendations to modify or maintain the strategy

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Develop a resourcing strategy

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