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Extra Questions:

1. How far in the future do you want to assess the "future" workforce?
2. What is the population outlook for your area (city, state and/or region)?
3. How is the total population expected to change?
4. How will the education levels change?
5. Any vacancy projections or necessary decreases in staff?
6. What about "mining your existing workforce" or "upskilling"/\?
7. What does the future make-up of your workforce need to be in order to respond to business priorities?
8. What do you need that you do not currently have?
9. What competencies will you need to do the work?
10. What factors influence turnover?
11. What are retirement eligibility stats?
12. How is diversity affecting the achievement of your goals?
13. What are the gaps between the ethnic background, gender, age and tenure of your employees?
14. Decide which gaps have the greatest impact on your goals.
15. Decide which gaps influence your production, quality, service, delivery, safety, and retention.
16. Decide which jobs or groups are hard to fill, retain and have the highest retirement vulnerability.
17. Decide the resources you need to consider the most to close the gaps.
18. What are the most cost effective strategies to closing the gaps?