

WORKFORCE CAPABILITY MODEL (WCM) SUMMARY

Workforce Capability Model (WCM)

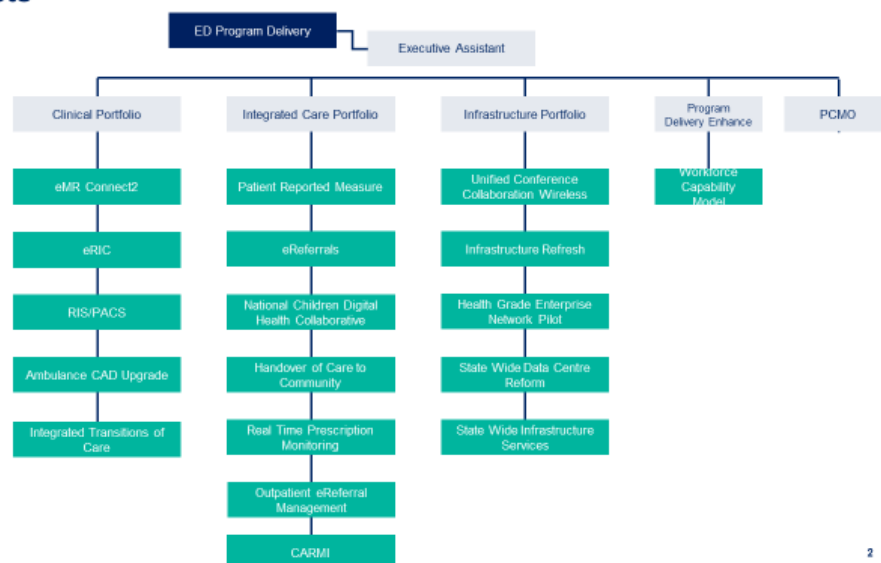
We have identified 5 key Capability Areas within the Program Delivery Directorate

The WCM will pool together existing staff into the following five Capability Areas which can then be deployed across programs and projects.

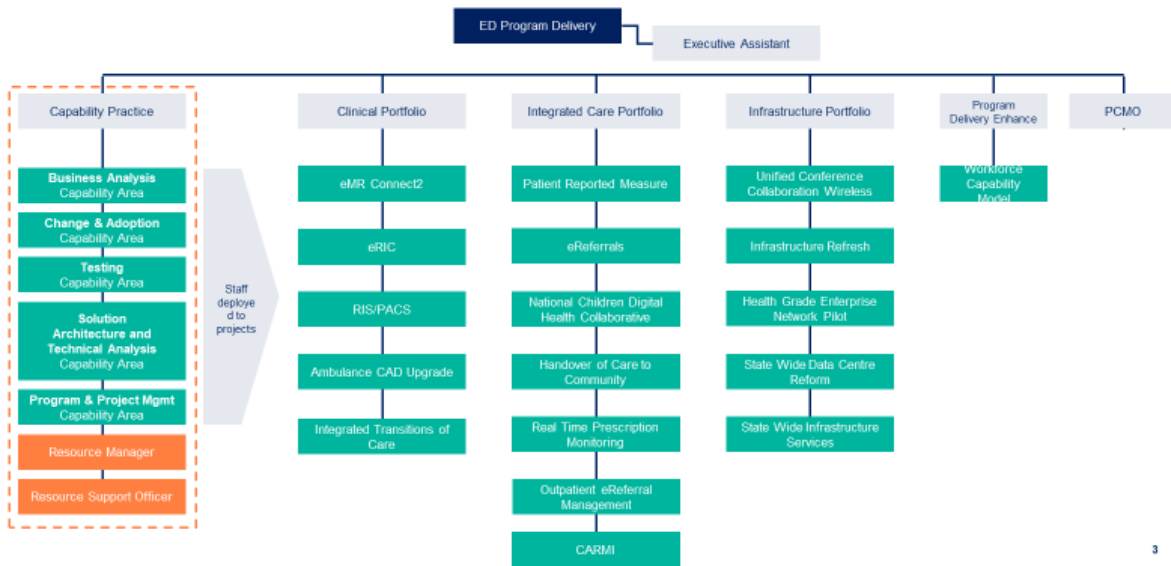


This will provide our employees with access to work on multiple projects giving them more variety of work and greater career opportunities.

Our current Program Delivery Directorate has resources placed into temporary projects



With the introduction of WCM, employees will belong to a Capability Area



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The Capability Practice will create the following new roles:

Capability Practice Director	Responsible for the oversight of the Practice and development of strategies and plans to guide the Practice as well as management of Capability Leads.
Capability Lead	Capability Leads are by nature, very good people leaders. They are also subject matter experts for the Area they manage. They are responsible for tactical leadership and coaching for their Capability Area and will monitor the workload of our people. There may be more than one Capability Lead per Capability Area depending on the size.
Resource Manager	Responsible for liaison with Portfolio and Program Directors, and Capability Leads to allocate resources efficiently across the Capability Practice.
Resource Support Officer	Responsible for supporting the Resource Manager with administrative duties.

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