JUPITER PRIME

Consulting • Training • Advisory

جوبيتر برايم للاستشارات والتدريب

COURSE BROCHURE

Skills-Based Workforce Scenario Planning Training Course

26 April – 7 May 2027
Madrid

Skills-Based Workforce Scenario Planning Training Course

Ref: 961_36407 **Date:** 26 April – 7 May 2027 **Location:** Madrid **Fees:** 9500 GBP

Skills-Based Workforce Scenario Planning is a 2-week advanced training course for HR planners and talent strategists who model future skills needs and decide whether to build, buy or borrow each capability, ending with a skills scenario portfolio. Shifting technology, longer careers and project-based roles now make job titles a weak guide to what an organisation can deliver. Jupiter Prime Training offers this course on skills-based workforce scenario planning.

Why Skills-Based Workforce Scenario Planning Matters Now

Automation reshapes tasks inside roles, executives ask for evidence before funding capability bets, and employees expect visible routes to grow their skills. Organisations that read their skills inventory well can redeploy people quickly, avoid paying premiums for scarce expertise and fund learning where it changes outcomes. Those that plan only by headcount discover gaps after a strategy is announced. The course draws on ISO 30414 human capital reporting guidelines for the metrics that feed scenarios, together with build-buy-borrow sourcing logic and scenario thinking borrowed from strategic foresight practice.

Who Gains Most from Skills-Based Workforce Scenario Planning

- Specialists who maintain skills taxonomies and capability frameworks for the organisation
- Analysts who turn people data into forecasts and scenario dashboards
- Business partners who translate strategy into capability requirements for divisions
- Learning leads who decide which skills to grow internally and how fast
- Talent sourcing leads who weigh contractors, partners and internal mobility against external hiring

A cross-functional people analytics group gains most when its analyst, learning lead and business partner attend together and leave with one shared skills language.

Skills-Based Workforce Scenario Planning Capabilities

Participants move from static role counts to living skills models that test several futures before money is committed.

- Build a skills taxonomy that links tasks, proficiency levels and roles — capability owners
- Design three to four contrasting workforce scenarios from strategic drivers — executive committee
- Calculate skills supply and demand under each scenario — finance partners
- Weigh build, buy, borrow and redeploy options for every critical skill — talent investment decisions
- Specify leading indicators that signal which scenario is unfolding — planning cycle reviews
- Communicate scenario trade-offs in a concise board narrative — senior sponsors

Key Skills-Based Workforce Scenario Planning Terms

- Skills taxonomy — a structured catalogue of skills, grouped into families, with agreed definitions and proficiency levels used across the organisation.
- Skills adjacency — the degree to which one skill shortens the learning time for another, guiding reskilling and internal moves.
- Build-buy-borrow — a sourcing model choosing between developing talent internally, recruiting externally or using contractors and partners.
- Scenario matrix — a grid built from two critical uncertainties that produces distinct, plausible futures for planning.
- Skills half-life — the estimated time before a skill loses much of its value, informing refresh and learning investment.
- Talent marketplace — an internal platform matching employees to projects, gigs and roles by their verified skills.

Skills-Based Workforce Scenario Planning Day by Day

Day 1: Strategic Drivers and Capability Futures

- Strategy Decomposition Into Capabilities — What the Organisation Must Do Well
- Driver Mapping With PESTLE Lens — Forces Shaping Future Skill Needs
- Task Automation Exposure Review — Which Activities Shift to Machines
- Stakeholder Interview Guide — Leadership Assumptions Worth Testing Early
- Planning Horizon Selection — Balancing Near Certainty and Long Uncertainty

Day 2: Building the Skills Taxonomy

- Skill Family Architecture — Consistent Language Across Business Units
- Proficiency Scale Design — Evidence Needed at Each Level
- Task-to-Skill Mapping Templates — Linking Work Content to Capabilities
- Skills Adjacency Graphs — Shortest Reskilling Routes Between Roles
- Taxonomy Maintenance Ownership — Who Approves New and Retired Skills

Day 3: Skills Inventory and Data Quality

- Self-Assessment and Manager Validation — Reliability of Declared Skills
- Skills Inference From Project Records — Filling Profile Gaps Responsibly
- ISO 30414 Human Capital Metrics — Which Reported Measures Feed Models
- Data Lineage and Cleansing Rules — Trust in Inventory Figures
- Skills Heatmap Construction — Concentrations, Single Points of Failure

Day 4: Designing Contrasting Scenarios

- Critical Uncertainty Ranking — Choosing the Two Matrix Axes
- Scenario Matrix Construction — Four Plausible and Distinct Futures
- Scenario Narratives and Naming — Memorable Stories Executives Can Debate
- Wildcard and Shock Testing — Resilience Against Low-Probability Events
- Scenario Assumption Register — Transparent Inputs for Later Challenge

Day 5: Quantifying Skills Demand

- Driver-Based Demand Ratios — Translating Volumes Into Skill Hours
- Proficiency Mix Modelling — Expert Versus Practitioner Requirements
- Emerging Skill Estimation — Sizing Needs Without Historic Data
- Skills Half-Life Adjustment — Planning Refresh for Fast-Decaying Skills
- Demand Sensitivity Bands — Ranges Instead of Single Point Forecasts

Day 6: Projecting Internal Skills Supply

- Attrition and Retirement Curves — Skills Leaving With People
- Internal Mobility Flow Modelling — Movement Between Skill Families
- Learning Velocity Assumptions — Realistic Time to Proficiency
- Talent Marketplace Signals — Hidden Capacity Inside the Workforce
- Supply-Demand Gap Matrix — Shortfalls and Surpluses per Scenario

Day 7: Build, Buy, Borrow and Redeploy

- Sourcing Option Scoring Model — Cost, Speed, Risk and Retention
- Reskilling Academy Business Case — When Building Beats External Search
- Contractor and Partner Ecosystems — Borrowing Scarce Expertise Safely
- Redeployment Pathways From Surplus Roles — Protecting Institutional Knowledge
- Automation as a Fifth Option — Replacing Tasks Instead of People

Day 8: Financial and Risk Lenses

- Total Cost of Capability Comparison — Long-Run Economics of Each Option
- Capability Risk Register — Exposure Where Critical Skills Concentrate
- Scenario Investment Staging — Commit Now, Option Later Decisions
- Examples From Energy and Banking — Contrasting Sector Skill Bets
- Board-Level Trade-Off Narrative — Explaining Choices Under Uncertainty

Day 9: Monitoring and Adapting the Scenarios

- Leading Indicator Dashboard — Signals of the Unfolding Scenario
- Trigger Points and Contingency Moves — Pre-Agreed Shifts in Sourcing
- Quarterly Scenario Refresh Routine — Updating Assumptions With Evidence
- Skills Analytics Storytelling — Visuals Leaders Read in Minutes
- Ethics in Skills Data Use — Employee Trust and Transparency

Day 10: Practising the Skills Scenario Portfolio

- Taxonomy and Inventory Applied to a Case Organisation — Baseline Skills Position
- Scenario Matrix and Demand Bands Applied — Four Quantified Futures
- Sourcing Option Scores Applied to Critical Gaps — Recommended Talent Mix
- Peer Challenge Panel — Stress-Testing Assumptions and Indicators
- Skills Scenario Portfolio Completion — Final Recommendations for Sponsors

Applying Skills-Based Workforce Scenario Planning After the Course

- Run a skills heatmap for one business unit using the taxonomy and proficiency scale, then validate it with line leaders.
- Facilitate a scenario matrix session with senior sponsors and score build, buy, borrow and redeploy options for the three most critical gaps.

Skills-Based Workforce Scenario Planning Questions FAQ

What is skills-based workforce scenario planning and why does it matter now?

It is the practice of modelling future skill needs across several plausible futures rather than one forecast. It matters now because automation changes tasks within roles, so organisations need flexible capability choices instead of fixed headcount targets.

Which roles gain most from skills-based workforce scenario planning?

Skills architecture specialists, people analysts, HR business partners, learning leads and talent sourcing leads gain most. You will share one skills language with colleagues who fund, develop and source capability.

How does skills-based workforce scenario planning differ from a headcount or hiring course?

It plans capability rather than positions. A headcount or hiring course focuses on establishment numbers and recruitment pipelines, while this subject models skills under several futures and compares building, buying, borrowing and redeploying talent.

What do you bring back from skills-based workforce scenario planning?

You bring back a skills scenario portfolio for a case organisation. It holds a taxonomy, inventory baseline, four quantified scenarios, scored sourcing options and leading indicators that you can adapt to your own organisation.

Skills-Based Workforce Scenario Planning: The Way Forward

The skills scenario portfolio first informs which critical gaps to close by reskilling and which to source externally. Business partners, learning leads and finance colleagues use it to align budgets with capability bets. After its first planning cycle, revisit the scenario axes and leading indicators, because the uncertainties that seemed critical at the start may already have resolved.