

## Bringing the skills approach (GPEC) to life within your organization



RH-7 3 Days (21 Hours)

### Description

The 2018 reform on professional training confirms the central place of skills at the heart of the company. Beyond legal obligations, it is above all a strategic lever for the development and competitiveness of businesses. Indeed, it is absolutely necessary to enter into a GPEC or Strategic Workforce Planning approach to anticipate the evolution of professions, secure key know-how and develop talents to cope with the shortage of resources. This GPEC training is a comprehensive training course that allows HR Managers to build and implement the skills approach within their companies, by involving managers and using more agile deployment methods to facilitate its operational implementation.

### Who is this training for ?

#### For whom

HR and RRH, GPEC project managers, HR experts from the private or public sector.

#### Prerequisites

None.

### Training objectives

- Know the legal obligations.
- Acquire a GPEC project methodology.
- Map professions and skills.
- Define adjustment scenarios.
- Implement adapted HR action plans.

### Training program

#### Avant le présentiel

- A self-diagnosis.

#### Positionner la GPEC et ses enjeux dans la politique RH

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We are at your disposal De Lun - Ven 09h00-18h00

- Legal framework and impacts.
- Local and territorial employment market (GTEC).

### S'approprier le vocabulaire et les outils de la GPEC

- Positions, typical jobs, professions, notion of skills...
- Carry out job mapping and the skills framework.

### Initier une démarche GPEC et anticiper les évolutions

- The 5 stages of a GPEC.
- Anticipate developments in your company and their impact on jobs and skills.
- Sensitive and strategic jobs.
- Target and prioritize the approach.

### Mesurer les écarts de compétences

- Rely on quantitative tools (age pyramid, workforce projections, etc.) and qualitative tools (evaluation of performance and skills).
- Draw analyzes for the future .

### Réduire les écarts

- Define action plans, quantify scenarios.
- Argument your choices to a management committee.

### Faire vivre sa démarche GPEC

- Key success factors.
- Involve key players.

### Après le présentiel

- A strengthening program, an expert: "Accelerating the implementation of GPEC". Methodological tool sheets.