

Successfully set up and manage your GPEC



RH-55 2 Days (14 Hours)



Description

Think about the requirements and purposes of Jobs and Skills Forecast Management (GPEC). Define the methods for acquiring skills, carry out research into the professions/players to be developed, establish specifications. Design support plans and set up a monitoring committee.

Who is this training for ?

For whom

For "business" or HR managers responsible for preparing the company for its future context.

Prerequisites

Aucune

Training objectives

- Lead a GPEC approach
- Prepare the project and organize GPEC management
- Implement an action plan
- Support operational staff in the deployment of GPEC tools

Training program

Connaître la finalité et les principes de la GPEC

- Difficulties for companies in terms of skills management.
- General principles.
- Potential benefits.
- Risks of failure.
- Practical work Define the purposes and outlines of the GPEC approach.

Organiser le pilotage GPEC

- The key players.
- The specifications.
- A realistic schedule and resources.
- Communicate on the approach.

Cadrer et préparer le projet

- What influences the company's employment and skills target in 3 or 5 years.
- Purpose.
- Objectives.
- Actors to be involved.
- Steering committee.
- Professions to prioritize.
- Future professions of the company.
- The target: the right questions to ask, the method of validating the first elements.
- Practical work Case study: The trainees define the framework of the GPEC project over 3 years.

Définir les compétences et les leviers d'actions

- Definition of "competence".
- Modes of acquiring competence.
- On what, on whom and how to act? Work practices Debate and exchange of ideas.

Déterminer les livrables de la GPEC

- In the implementation phase and annually.
- The professionalization plan.
- The turnover and the hiring plan.

Mettre en place un plan d'action

- Determine an action plan: objectives, specificities, responsibilities, deadlines, means.
- Involve and mobilize operational staff at GPEC.
- Build an action plan communication.
- Support operational staff in the deployment of GPEC tools: training, educational materials.
- Monitoring actions implemented using the PDCA method: Plan, Carry out, Check , Correct.
- Practical work Development of a realistic action plan.
- Construction of a communication plan.
- Reflection on the monitoring and control methods.

Assurer la pérennité de la GPEC et faire le bilan

- Role of actors.
- Indicators.
- GPEC committee and annual review.
- Elements of a personal action plan to develop a GPEC within your company.
- Framing elements to be validated by your management.
- Practical work Synthesis of essential points.