

The basics of GPEC



RH-15 2 Days (14 Hours)

Description

GPEC is essential to any private or public organization in times of crisis or growth to prepare for the future. All stakeholders must play their role to enable the process to succeed. We can see that good will alone is not enough. The technical aspects of GPEC can slow down implementation. This training in the basics of GPEC allows all HR, managers, social partners, leaders to acquire the basics and to equip themselves with a common language allowing the success of this approach.

Who is this training for ?

For whom

HR, Expert, HR executive, manager or social partner participating in the implementation of the GPEC.

Prerequisites

None.

Training objectives

- Situate the issues of GPEC.
- Acquire the tools and vocabulary of GPEC.
- Identify sensitive and strategic jobs.
- Build an HR action plan.

Training program

Identifier les enjeux de la GPEC et son articulation avec la stratégie de l'entreprise

- Identify the usefulness and challenges of a GPEC approach.
- Understand the links between GPEC and HR policies.

S'approprier le cadre juridique de la GPEC

- Know the key points of the law and the 2018 vocational training reform and its consequences on the GPEC.

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

- Identify tools specific to GPEC: job definition, benchmark jobs, job repositories, skills repositories, job mapping...

Définir et identifier les emplois sensibles et stratégiques de son entreprise / secteur d'activité

- The impact of digital on professions.
- Organize your business outlook: monitoring tools.
- Identify sensitive and strategic jobs.

Établir un diagnostic des compétences

- Define the skill.
- Identify and prioritize the key skills of a job.
- Identify the skills of an employee and an organization.

Mettre en place un plan d'actions RH adapté pour réduire les écarts de compétences

- Identify and propose action levers adapted to the company context: training, mobility, work organization, recruitment, retraining...
- Resolve a sensitive employment issue.