Strategic Workforce Planning Tool Improves Decision Making for the Dutch National Police

POLITIE

About The Dutch National Police

The Dutch National Police consists of 10 Regional Units. Each Unit is managed by a Chief Constable and consists of districts divided into Frontline Teams. Each team provides basic police services in a municipality, part of a large municipality, or cluster of smaller ones.

Problem

Police officers work in a fast-moving, fluid environment and must continuously monitor signals as to how to best maintain and improve a community's safety. Given the duration of police training (3 to 4 years) and changes in the labor market, it is vital to ask questions such as: what future developments will the police have to deal with? Is the job of the police officer changing? What knowledge and skills are required for effective policing? The answers to these questions are important to determine hiring needs and entry requirements. The Dutch National police was in need of a good model that could clarify future workforce flows for strategic staffing forecasts.

Solution

AIMMS partner PwC built a tool for strategic workforce planning that examines – according to a careful privacy-assured protocol – the current supply of workforce and the future workforce requirement based on current and past data on employees. In their own words, the tool "uses past 'snapshots' of the organization to create a film that provides an understanding of what the inflow and outflow of workforce has been like, with regards to both costs and revenue." The Dutch National Police is now using the tool to determine how many people they need to hire, what level of education new employees should have, and how much they need to budget for workforce costs.

Results

Using this tool, The Dutch National Police can calculate scenarios and clarify the effects (in FTEs and costs) of various policy alternatives and scenarios. This results in better decisions based on facts and figures rather than just on intuition.

Source: PwC Magazine (February 2016) Strategic workforce planning: HR Strategy linked to organisational strategy.

Benefits include:

- Better hiring decisions
- Improved budget forecasts
- Improved ability to meet future service requirements

Contact Us for a Demo

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About AIMMS

The AIMMS Prescriptive Analytics Platform helps you evaluate and identify the best options to tackle your most pressing challenges with sophisticated analytics that leverage mathematical modeling and scenarios while pulling from multiple data sources. You can immediately gauge, not just what is likely to happen, but what you should do about it for the best possible outcome. Whether you seek to improve your strategy, planning, operations or transform your entire supply chain, AIMMS software is the ideal combination of being tailored to your unique situation paired with speed to value (ROI). That's why teams at Shell, Johnson & Johnson, GE and Heineken and many more fire up AIMMS every day.

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