

# Downer New Zealand

**Workforce  
Planning**



# The Start of a Journey:

1. Clarity
2. Understanding
3. Planning



# Clarity

- What do we need to do differently?
- Future Proofing our talent and organisation?
- How will we close the gap around labour shortages?
- Insourcing vs outsourcing?



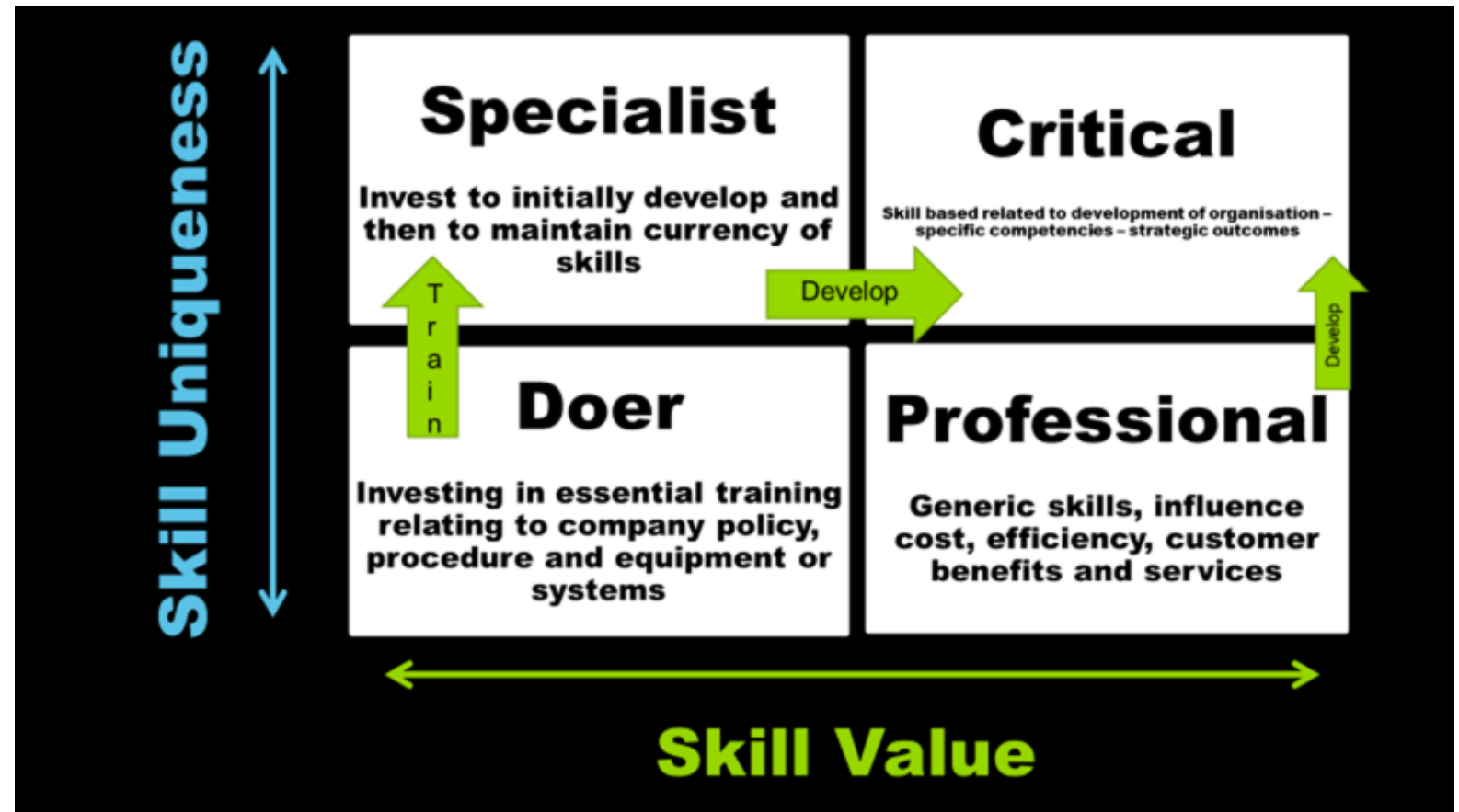
# Understanding



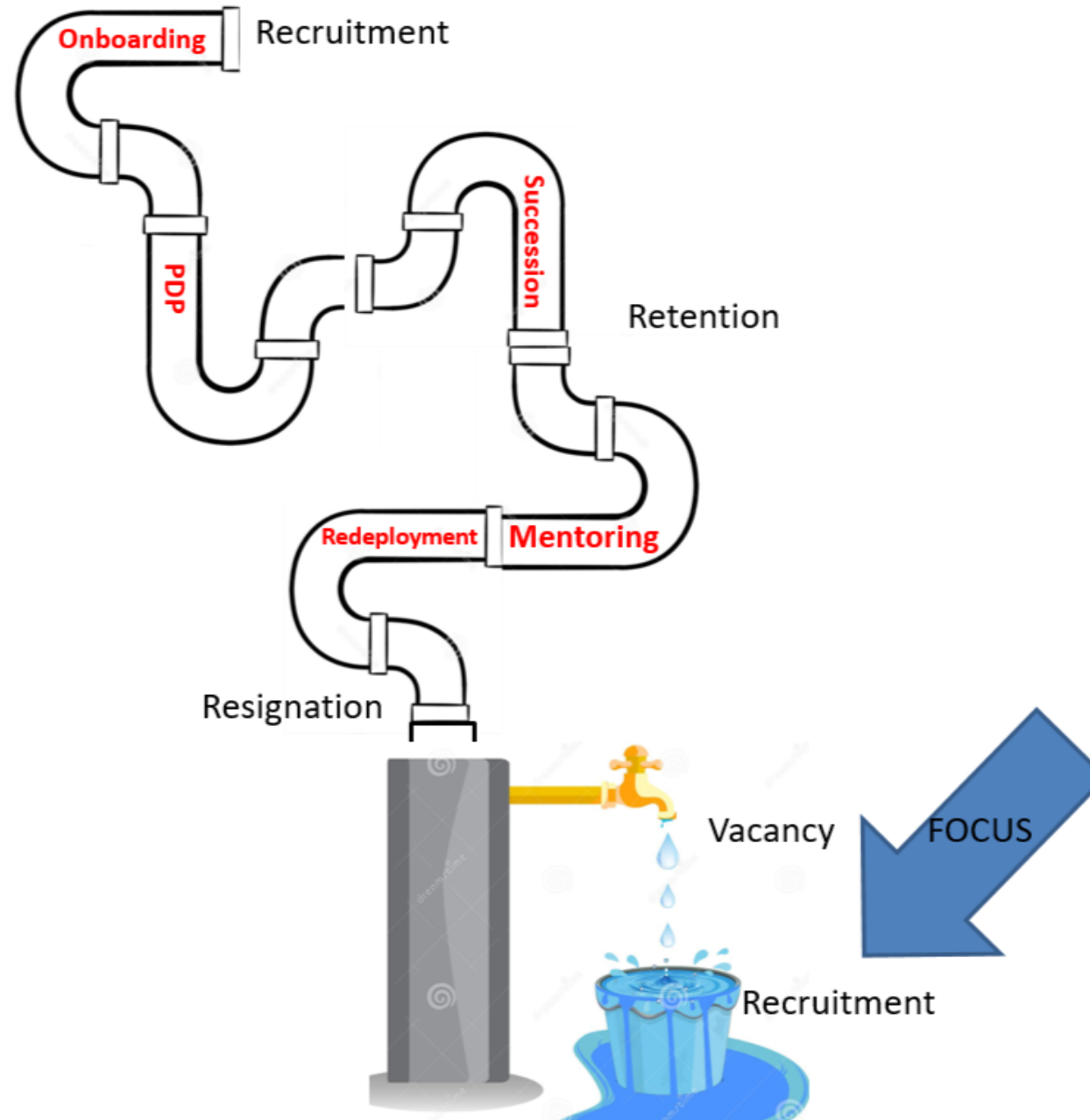
## The Plan – pulling it all together



How can we think differently?



# A different way to look at recruitment





# Questions?

