



Workforce Development Planning for Cloud Transition

Cloud Policy Fact Sheet 2.2

An ICT workforce development plan (WDP) will assist agencies to achieve sustained organisation performance and accountability, through the development of a capable ICT workforce. A WDP provides business managers with a framework for making informed staffing decisions in line with the agency's objectives, strategic plan and budgetary resources, and will assist with the selection of cloud infrastructure and services.

Objective

Establish an ICT workforce development plan that addresses cloud capabilities.

Process

A Workforce Development Plan (WDP) will enable your agency to take a holistic approach to cloud transition. The WDP integrates workforce capacity, capability and planning to align the workforce to both current and future service demands under cloud.

The Queensland Government's Office of the Chief Information Officer has produced an ICT Workforce Planning Methodology which can assist in preparing a workforce development plan. The methodology describes:

- The Skills Framework for the Information Age (SFIA) framework to assist with:
 - Workforce profiling and analysis;
 - Forecasting agency needs; and
 - Analysing gaps.
- Developing internal strategies;
- Implementing strategies; and
- Monitoring, evaluation and review.

The methodology provides business managers with a framework for making informed staffing decisions in line with an organisation's mission, strategic plan and budgetary resources.

Continual review of your agency's workforce needs will continue to support your agency during its transition to the cloud and the ongoing evolution of the agency's cloud service provision.

Useful Tools

[Queensland Government Office of the Chief Information Officer -ICT Workforce Resources](#)

[State of Western Australia, 2017. Information and communications technology capability framework: A guide for practitioners and leaders in information and communications technology \(ICT\).](#)

[SFIA – The Skills Framework for the Information Age - describes skills required by professionals in roles involving information and communications technology.](#)

[Public Sector Commission, 2016. Capability Profile: Levels 1-6 Guidelines.](#)

Relevant Cloud Policy Fact Sheets:

2.1 Workforce capability gap assessment for cloud transition

7.1 Ongoing review and management of cloud services