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An Information Management Framework and its Application for Managing a Systems Engineering Workforce

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ABSTRACT

This paper presents a framework for managing and using the information associated with a systems engineering workforce. The typical uses associated with information regarding an organisation's systems engineering workforce can be grouped into strategic workforce management and tactical workforce management. Strategic workforce management covers the aggregate of people in the organisation whilst tactical workforce management is directly concerned with the individuals. Strategic workforce management makes decisions about the general areas to recruit, develop or subcontract to address the long-term capability needs for the positioning of the business. In contrast tactical workforce management makes decisions about who to allocate to projects or specific training courses, and supports considerations related to promotion. To make these decisions in a repeatable and reliable manner, processes need to be defined and use authoritative information covering the knowledge, competencies, and skills of people. The definition and use of that information is the subject of this paper.

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