



# LEARNING DEMAND PLANNING

Learning is a business, and needs to follow sound business practices. Virtually every business uses Supply Chain methods to assess needs and guarantee needed resources will be available. The critical first step in this process is Demand Planning—determining how much work needs to be completed and what resources are necessary to get it done.

Demand curves can be mapped and spikes in demand can be forecasted. PDG’s Learning Demand Planning Process provides you with a plan that you can work with. And since not *everything* is predictable, the process helps you determine what to do when the unexpected occurs.

## BUILDING A “RIGHT-SIZED” LEARNING ORGANIZATION

PDG helps you create that high-performing learning organization by offering a range of managed learning services, tailored to meet your specific needs. Using PDG’s Demand Planning Toolkit, we collaborate with you to forecast your needs and determine the right resources to meet them. With a Demand Plan in place, you can drive:

**Effective communication** with your stakeholders, by providing a clear picture of needs, investments, and benefits

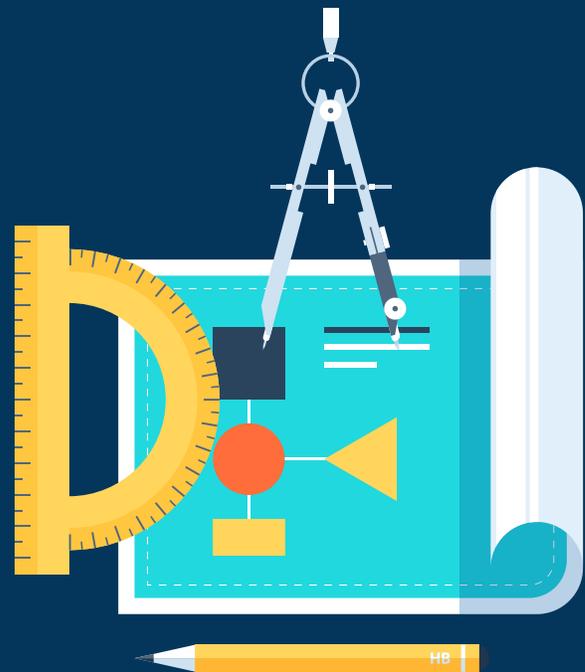
**Meeting deadlines**, since you’ll have the right resources ready when you need them

**Quality**, by having the right people ready for each project

**Cost savings**, since you don’t have to carry extra resources “just in case”

**Reduced “churn,”** since you aren’t constantly over-taxing your resources or bringing in contractors at the last minute

Your quality goes up because you have exactly the right people, and your costs go down because you never pay for capacity you’re not using.



## WHAT SIZE IS THE RIGHT SIZE?

PDG has developed a set of modeling tools to capture demand and convert it into estimates by resource type and level. This enables us to build a high-level view of resource needs for an organization. This process allows us to provide accurate budgeting forecasts, and helps assure appropriate resourcing.

The two primary tools used in this process are **The Demand Estimator** and **The Resource Estimator**.

# THE DEMAND ESTIMATOR

The Demand Estimator forecasts demand for learning content, based on:

**Program Elements:** Number, modality, and complexity of deliverables.

**Design and Build:** The work effort required prior to create deliverables.

**Delivery:** The number and complexity of deliverables.

**Support:** Support services (administration, technical, facilities, etc.) needed.

**Calendar:** Determine if work can be distributed over time to balance resource needs.

Demand Period:	E-learning									
	LEVEL 1					LEVEL 2				
	15 min	30 min	45 min	60 min	15 min	30 min	45 min	60 min	15 min	
2015										
Program										
<b>Example: Onboarding Program</b>										
Phase 1 - Welcome vILT										
Phase 1 - Compliance Trng elearning									1	
Phase 2 - Home Study, prod 1 elearning										
Phase 2 - Home Study, prod 2 elearning										
Phase 2 - Home Study, vILT Touchpoints										
Phase 3 - Live Training										
Phase 4 - Assessment Simulation elearning										

Phase I: Build / Development					
E-learning	LEVEL 1	Instructional Designer	Instructional Architect/Director	E-Learning Developer	E-Learning Development Director
		15 min	61	6	41
30 min	81	8	54	3	
45 min	101	10	67	3	
60 min	120	12	80	4	
LEVEL 2	15 min	92	9	61	3
	30 min	120	12	80	4
	45 min	148	15	99	5
Activity		Multiplier, Per...			Program Coordinator
Curricula	Course & Facilitator Scheduling	per curricula			0
	LMS Curriculum Setup & Maint	per curricula			0
	LMS Audience Enrollment	per curricula			0
	Pre Comms, Pre-Work	per wave			0
	Post Comms, Eval Surveys	per wave			0
	Metrics	per curricula			0
	Implementation Guidance	per course			160
	Sponsorship Communication	per curricula			0
	Change Management	per curricula			0
Continuous Improvement	per curricula			160	

# THE RESOURCE ESTIMATOR

The Resource Estimator accurately estimates the resources needed to meet demand. The Estimator uses algorithms based on years of data, analyzing demand plans vs. actual resource usage.

The Resource Estimator allows you to determine your overall resource needs, estimate budgets, and how to best distribute work to internal and external resources.



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*It's not what you know.  
 It's what you can do.*

PDG is a global leader in providing workforce transformation solutions which build value for our clients by aligning workforce performance with corporate strategy.