

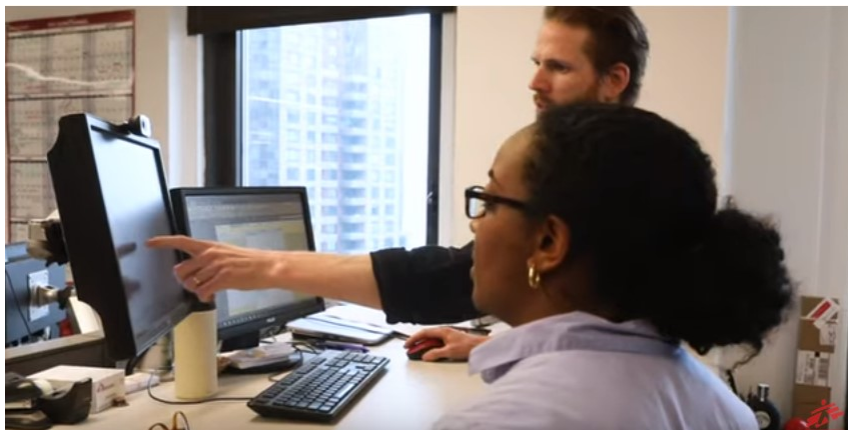
# People Analytics – Phase 2

## Problem

MSF does not currently have reliable estimates on the staff required to meet future field needs. As a result, effectively staffing MSF programs to support medical interventions is often a challenge.

## Proposed Solution

Employ statistical analytics to address staffing gaps by: expanding/piloting the HR pipeline tool built during Phase 1 to aid in workforce planning; integrating national staff data to strengthen the one workforce strategy; and introducing qualitative data methods to analyze underlying factors that impact staffing.



## Potential Impact

- Shift to proactive, forward-looking and evidence-based workforce planning
- Generates evidence to attract/retain a high-quality, productive MSF talent pool to meet current and future medical/operational needs

## Viability

- Highly-experienced project manager
- Leverages knowledge and experience from external networks

## Risk Mitigation

- Builds on success and lessons learned in Phase 1

## Scalability

- Engages data visualization for storytelling to support change management and scale up

**Area/Type:** HR, Learning and Development; Incubator

**Sponsor/Support:** MSF-USA

**Length/Project Status:** 15 months; **ONGOING**