The Workforce Optimization Tool provides a new way for managers to consider staffing their supply chain. Please refer below to two examples for how the tool can support your supply chain.

If you would like to discuss the tool's ability to assist with your supply chain please contact the People that Deliver initiative at, info@peoplethatdeliver.org.

Example 1:

A warehouse manager wants to decrease order lead-time and is curious to see if this can be done through better staffing. Please note, order lead-time is defined as the average time it takes for customers to receive their orders once they are placed.

The manager starts this analysis by entering all the critical input data into the tool. For the Supply Chain Performance Indicator, the manager inputs order lead-time rates. Data collected via spreadsheets on order lead-time covers a two-year period, and the manager has reviewed the data and is confident about the averages. After entering all the data, the manager selects which scenario to run via the Output Scenario Planning tab. The manager chooses a constrained scenario based on the current number of employees.

After selecting the level the manager can see where staff should be placed in order to minimize the order lead-time. The manager compares the recommended staffing with current staffing and uses the tool to decide about staffing. The manager staffs at recommended levels for six months and continues to measure order lead-time to understand any outliers.

Example 2:

A Ministry of Health analyst is preparing a grant for a large donor and would like to show the potential impact of increased staffing and training impacts on HIV health outcomes. The analyst starts by entering all the critical input data. For the Treatment Gap Indicator, the input is HIV prevalence and the current number of patients receiving treatment through the national supply chain. The model assists the analyst in calculating the treatment gap.

After entering all the data, the analyst selects which scenario to run on the Output Scenario Planning tab. The analyst chooses an unconstrained scenario with the optimization tab set to "minimize treatment gap" for the HIV clinics in her supply chain. After selecting the level, the analyst can see where staff should be placed in order to minimize the order treatment gaps. The Workforce Optimization Tool will *not* tell the analyst what the treatment gap will be; instead it provides recommended staffing in an unconstrained environment. The analyst can then run a "constrained" optimization based on expected funding from the donor to compare the unconstrained and constrained scenarios.

The analyst uses the unconstrained and constrained staffing to formulate a staffing and training budget number and includes the analysis in the request for funding.