**Figure 1: Needs-based workforce planning framework**

**I NEEDS ASSESSMENT**
- Describe population health status
- Define best-practice care by competency for each subpopulation

**II REGIONAL SERVICE REQUIREMENT**
- Determine FTE competency requirement
- Determine service requirements by occupation to deliver competencies

**III POLICY IMPLICATIONS**
- Compare demand and supply
- Ascertain resource and health service implications
- Ascertain education and training implications

FTE – Full-time equivalent