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Human Capital Planning and Demand Forecasts

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Abstract: Human capital planning requires forecasts of demand that serve as input to various analyses and models to assess the capability of the organization to meet expected demand. This presentation will describe an approach used to adjust downward the overly optimistic demand forecasts of an emerging U.S. industry serviced by the U.S. federal government. The adjusted, more realistic demand forecasts assure cost-effective service to the industry.