

## SWOT Matrix

Strengths (internal)	Priority	Weaknesses (internal)	Priority
<ul style="list-style-type: none"> <li>○ The organization has an experienced and dedicated workforce</li> </ul>	MED	<ul style="list-style-type: none"> <li>○ The organization does not offer a mentoring program</li> </ul>	MED
<ul style="list-style-type: none"> <li>○ Management is committed to employee development and training</li> </ul>	HIGH	<ul style="list-style-type: none"> <li>○ Over 50% of the managers and supervisors are nearing retirement</li> </ul>	HIGH
<ul style="list-style-type: none"> <li>○ 80% of the staff hold a university degree or equivalent</li> </ul>	LOW	<ul style="list-style-type: none"> <li>○ The organization does not utilize technology to become more efficient</li> </ul>	MED
<ul style="list-style-type: none"> <li>○ Human Resource Management staff are open minded and willing to implement new ideas to retain and recruit employees</li> </ul>	HIGH	<ul style="list-style-type: none"> <li>○ Policy and Procedure documentation needs to be updated</li> </ul>	MED
<ul style="list-style-type: none"> <li>○ There is a good induction program for new employees</li> </ul>	MED	<ul style="list-style-type: none"> <li>○ The current workforce lacks cultural diversity and youth</li> </ul>	LOW
Opportunities (external)	Priority	Threats (external)	Priority
<ul style="list-style-type: none"> <li>○ There are job sharing opportunities with other organizations</li> </ul>	MED	<ul style="list-style-type: none"> <li>○ The demand for employees in the field exceeds the supply of potential workers</li> </ul>	MED
<ul style="list-style-type: none"> <li>○ New information technology tools may provide quicker data sharing between organizations</li> </ul>	HIGH	<ul style="list-style-type: none"> <li>○ There is less federal government money allocated to training grants</li> </ul>	HIGH
<ul style="list-style-type: none"> <li>○ Universities are looking for internship opportunities for their students</li> </ul>	MED	<ul style="list-style-type: none"> <li>○ Budget and full-time positions have been limited by legislation</li> </ul>	MED
<ul style="list-style-type: none"> <li>○ There is the technology and desire for employees work from home</li> </ul>	MED	<ul style="list-style-type: none"> <li>○ Educational institutions are reducing the number of relevant courses offered</li> </ul>	MED
<ul style="list-style-type: none"> <li>○ A large number of retired baby boomers are considering returning to the workforce on a part-time basis</li> </ul>	LOW	<ul style="list-style-type: none"> <li>○ The number of local outlets providing service is declining steadily</li> </ul>	LOW