**Resource 6**

**Boston’s Matrix**

Boston’s Matrix is a practical tool that can be used to review current services – checking that they still meet the needs of the proxies you have identified to represent the population and communities in your workforce planning process. The tool can be used to facilitate the engagement of stakeholders in the workforce planning process.

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| RISING STAR | QUESTION MARK |
| These are services that have a lot of momentum and support behind their development. This support can be through availability of funding or could be political support. There is a sense that there is a growing need/demand for such services within the population and communities at the centre of the workforce planning process. These are usually services that are chosen to remain if they still make sense for the local population and communities | These are services that are proving difficult to establish, sometimes despite the commitment to making them work. There could be several reasons for this difficulty, such as, lack of funding, shortage of workforce, poor design of delivery pathway. The decision needs to be made as to whether there needs to be continuing investment in providing such services, or whether there is an alternative for to meet the needs of the population and communities |
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| CASH COW | **DOG** |
| These are services that run easily and smoothly as a matter of routine. This does not mean the services are simple. They could be quite complex, but the organisation(s) have a great reputation for providing these services and local expertise has been built up around the services. These are usually services that are chosen to remain as long they still make sense for the population and communities | These are services that are no longer relevant and do not meet any specific need within the population and communities. They are usually services that have been provided over many years and did once make sense for how services were delivered and how people accessed those services |
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