

# Staff Supply & Demand Analyses

## *A Data Driven Approach To Proactive Workforce Management*

### Today's Emerging Trends

More and more organizations are learning that automating workforce management business processes is an obvious and high-value decision. Many of today's top managers understand that reductions in payroll costs alone are just a first step. In order to remain responsive private and public sector organizations must have the ability to proactively manage and optimize their workforce. To achieve this, they need to leverage accurate and up-to-the-minute information directly related to all costs related to the deployment of the workforce.

### The "Dig for Data" Traditional Approach

Time and attendance systems essentially provide historical reports on events that have already occurred. This after-the-fact reporting model was acceptable when organizations had stable environments and when minor variations in plans could be more easily absorbed to accommodate inefficiencies. The traditional approach for improving deployment models has been to run a variety of reports after the work is finished, reconcile the data from data collection systems, and then analyze it for meaningful information that would enable better decision making in the future. This traditional "dig for data" method is ineffective because it does not provide a proactive approach for timely response in dynamic environments that are under relentless cost cutting pressure.

### Staff Supply and Demand Analyses – The Key to Forecasting

To be truly effective, progressive organizations need ways to access and act upon current, accurate and actionable data before and not after the fact. The proactive decision point is that point in time when you have to quickly make a decision about how to efficiently and cost-effectively deploy valuable resources in order to respond to changes in demand.

**Staff Supply and Demand Analysis:** The Staff Supply and Demand Analysis is a powerful analytical tool used to develop and implement cost-effective workforce management fiscal plans. Once implemented, this tool is to monitor end of year projections that includes recommended action. Staff Supply and Demand fiscal plans are translated into "budget-based schedules," and then to optimize and control them. Furthermore, this diagnostic and analytical tool is used everyday to check staffing coverage and suggests improvement strategies. In this regard, our solutions are unique among the shift scheduling packages on the market today.



Budget-Based Scheduling depends upon designing a fiscal model that directs the development of the schedules. Using the Staff Supply and Demand Analysis, you develop Budget Models. Once you arrive at the right Budget Model our powerful Scheduling

Engine takes over and builds master and daily employee schedules guaranteed to tie directly to the budget model developed (full time equivalent position and fiscal requirements).

The Staff Supply and Demand Analysis helps evaluate your business rules, policies, procedures, shift design, schedule design, full time equivalent positions, and budgeted funds. These analyses help you control the fiscal and scheduling impact that average annual employee' deployable and not deployable days have on coverage. The Analyses project end of fiscal year budget over and under information. Over and under color coded data is reported on a dashboard screen.

**Budget Forecasting:** Developed exclusively for organizations requiring schedules based on staff supply and demand and budget forecasts and the need to do "budget-based scheduling. The Enterprise Employee Schedule forecaster works with the schedule design, development, and implementation. The Enterprise Employee Scheduler uses forecasts to schedule various job tasks based upon automated scheduling formulas and operational requirements upon which budget-based scheduling relies.

### **Workforce Management Includes Continuous Optimization of Labor Deployment to Meet Demand**

Our Workforce Employee Scheduling is tightly integrated with an organizations fiscal and operational planning systems for the efficient allocation and deployment of labor resources. When unplanned events occur, whether an emergency or an improvement opportunity, Workforce Management helps to dynamically reallocate labor resources to best meet revised goals.

### **Workforce Management Requires Effective Recording of Time and Attendance Transactions**

Workforce Management ensures the consistency and accuracy of labor data across the organization because all labor data is generated from the same time transactions recorded by a single source. This eliminates the time consuming process of reconciling time and labor data generated from multiple disparate systems and delivers accurate time and labor information to payroll, financial, and other enterprise systems.

### **Workforce Management Requires the Ability to Respond Rapidly to Complex Rule Changes**

Workforce Management must accommodate a wide range of complex rule scenarios without requiring the development of custom software. This capability enables an organization to respond rapidly to critical, time-sensitive events, such as union contract negotiations, or the adoption of new labor policies.

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