

Strategic Workforce Planning

Leave multi-platform workflows and disparate data sources in the past

As business and HR leaders struggle with the pace of market change, there is no room for inefficiency. TalentNeuron's Strategic Workforce Planning capabilities streamline talent strategy by uniting external market trends and internal landscape in one view. Leaders can easily compare current workforce capabilities with future projections to identify and prioritize closing gaps. With this approach, workforce needs become plans of action.



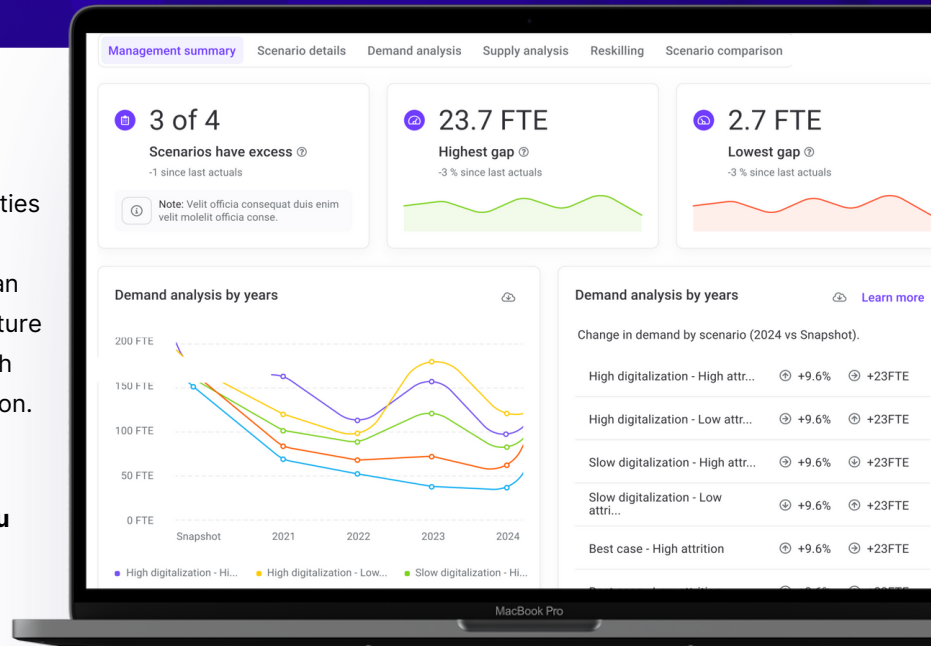
With Strategic Workforce Planning, you can:

- Simulate anticipated scenarios to identify how they affect workforce supply and demand.
- Integrate external data to detect labor market trends, evaluate risks, and explore opportunities for talent growth.
- Analyze talent gaps, set the stage for gap-closing activities, and build action plans.



Answer questions such as:

- How might internal shifts or macroeconomic factors affect workforce needs?
- Is our workforce aligned with not only business goals but market expectations?
- Where should we focus upskilling, reskilling, and recruiting efforts to meet future capacity demands?



Sync your workforce to your business strategy

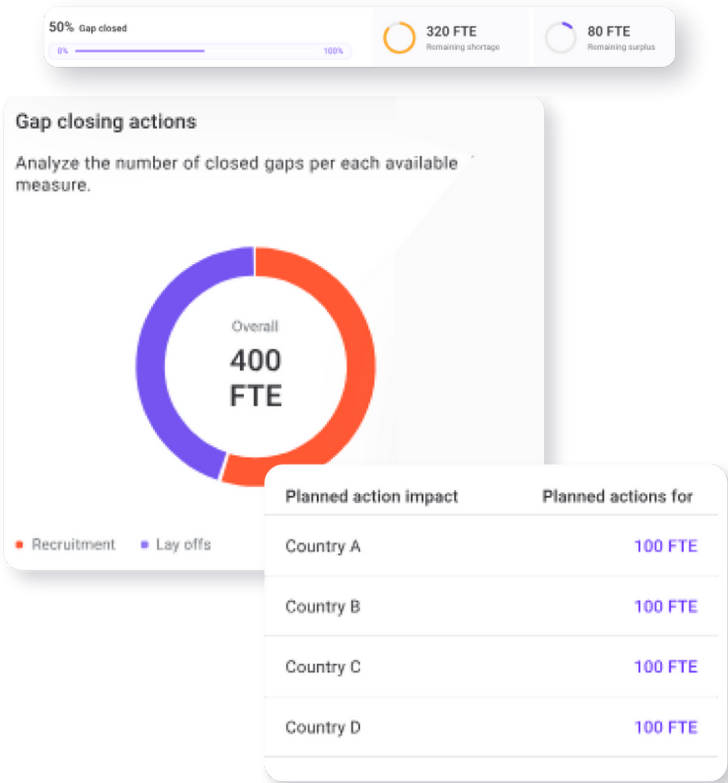
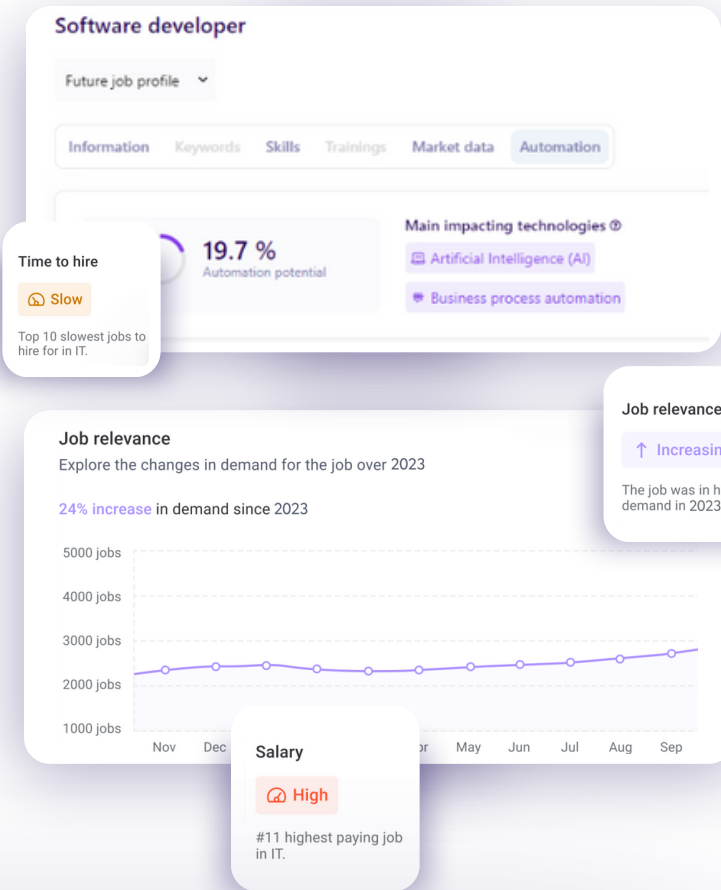
Model and analyze the outcomes of potential scenarios to proactively detect talent gaps (differences between supply and demand) and turn business objectives into concrete workforce needs.

- Input future business drivers like production volume or number of stores to instantly identify the optimal headcount for goal attainment.
- Combine economic data and integrated HRIS figures such as historical or expected attrition or retirement to calculate future supply.
- Adapt quickly during critical events like restructuring or M&A's by exploring scenarios that optimize skill profiles and headcount.

Align workforce plans with global market trends

Utilize embedded labor market data to stay ahead of role and skill evolutions and automations.

- Understand job relevance, competitor saturation, talent cost, time-to-hire, etc. in any location to inform effective gap-closing measures.
- Assess the impact of technology changes on specific roles and tasks, identifying those most susceptible to automation.
- Utilize an intuitive walk-through wizard to update job descriptions, duties, and skills as they evolve in the market.



Develop actionable workforce plans to support the business

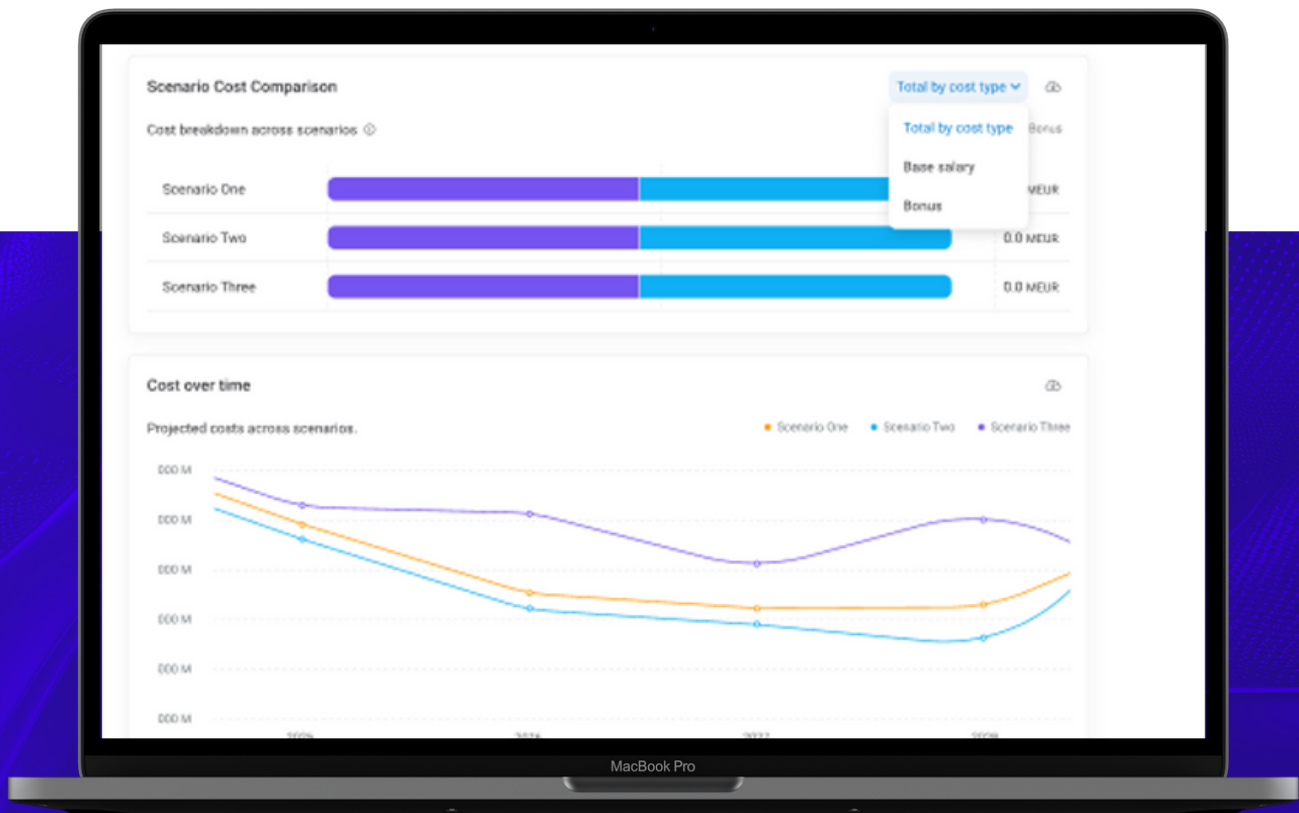
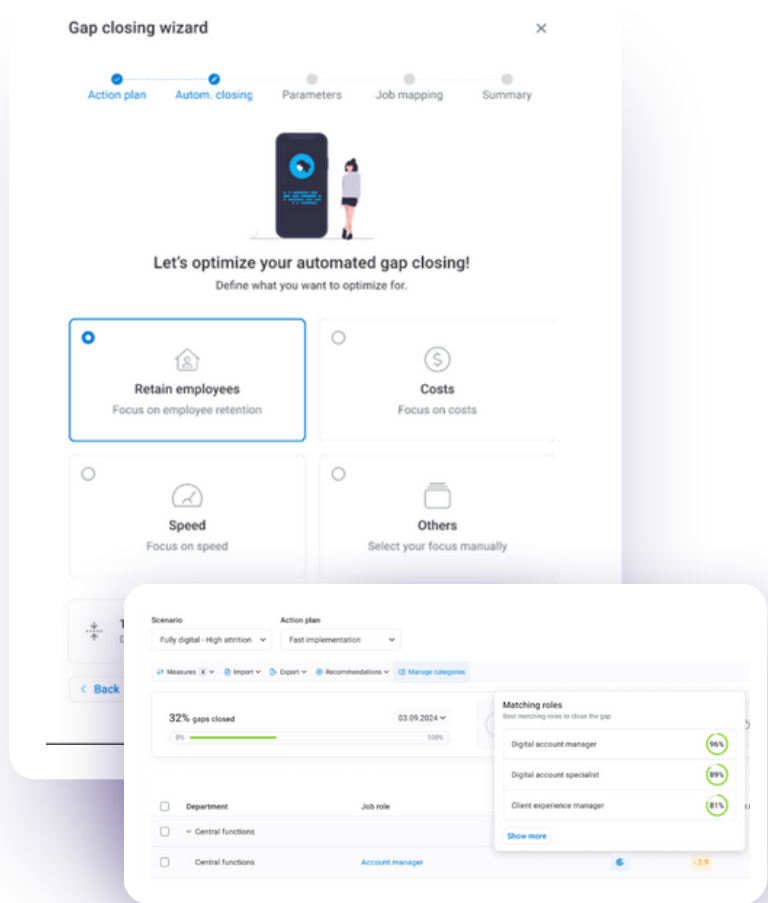
Evaluate and adopt methods to close gaps, then track progress to ensure the organization remains balanced and prepared for the future.

- Receive AI-powered gap-closing proposals like reskilling recommendations when skill proximities are detected.
- Model how tech and AI automation may close gaps with minimal cost or time spent.
- Monitor remaining shortage and surplus figures as you work to fill talent holes.

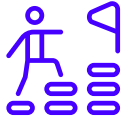
Achieve preciseness in gap-closing and cost modeling.

Leverage AI to determine the most efficient path to a gap-free workforce. Understand the costs and cost savings pertaining to specific action plans.

- Close workforce gaps by identifying job roles with skill similarities and highlighting reskilling opportunities.
- Streamline gap-closing with an AI gap-closing wizard driven by the organization's defined priorities (i.e., employee retention, cost reduction, or a custom focus).
- Model and understand the financial impact of different gap-closing actions (i.e., hiring, reskilling, or restructuring) to enable informed resource allocation.



Complementary Solutions



Leverage Skills and Career Marketplace, a collaborative talent management platform for organization leaders, managers, and employees. It facilitates skill development, supports team members' personal growth, and operationalizes strategic workforce plans.



Need help with your workforce transformation strategy? Craft and execute transformative strategies with support from TalentNeuron's experts. Our consultants work directly with leadership to provide insights, recommendations, and tailored solutions to drive crucial short and long-term workforce decisions.



2 billion
Candidate Profiles



120 million
Companies



9,000
Universities



5,000
Locations



40,000+
Skills



850 Million+
Salary Data Points



Covers 90%+
of Global GDP

TalentNeuron is the world's leading provider of labor market analytics, delivering high-fidelity talent data on an unmatched global scale. TalentNeuron delivers actionable talent insight for every region of the world covering countries that collectively represent more than 90% of the world's GDP. Through deep investments in machine learning and artificial intelligence, our technology platform ingests and normalizes hundreds of millions of structured and unstructured data points each day, delivering critical talent insights in support of workforce planning, strategic skills analysis, location optimization, DEI tactics, and sourcing strategies for local, regional, and global talent. These insights can be delivered to clients via software as a service, data as a service, or fully custom research efforts from our team of expert data scientists and advisors.

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TalentNeuron's platform,
data-as-a-service
offerings, and expert
insights can help your
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