

STRATEGIC WORKFORCE PLANNING

International and local studies suggest that by 2015, unless something changes, just twenty percent of workers will possess the skills demanded by business. In other words, the projected demand for skills will not be met by current programs of training and education.

The response? Strategic Workforce Planning, the essential tool for addressing workforce challenges before they impact on the delivery of business objectives. A strategic workforce plan equips you to appoint the right people to the right role at the right time and cost.

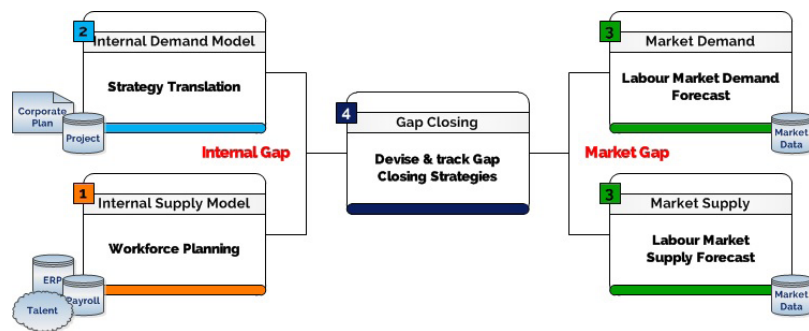
Far-reaching Benefits

Integrates workforce planning initiatives with strategic business processes.

Mitigates risk by modelling "what-if" scenarios. Analyses supply and demand of resources and potential skill shortages in the market.

Drives efficiency and ROI by using workforce plans to propel not only talent requirements but on-boarding costs, property, training and travel needs, and more.

Improves communication between HR and the executive, leading to greater retention of the most valuable talent.



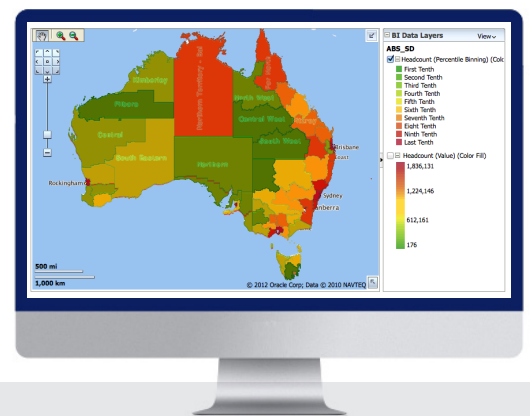
Taysols' Strategic Workforce Planning solution allows you to design the workforce plan you need to fulfil your business strategies.

Stay ahead of workforce challenges!

THE TAYSOLS SOLUTION

Developed locally and based directly on recent experiences with high-profile clients, Taysols' Strategic Workforce Planning solution is unique in the Australian market:

- ✓ Utilises multiple datasets within a single solution, supporting powerful data correlation and analysis.
- ✓ Streamlines the translation of workforce data from payroll and human capital management systems to a secure warehouse.
- ✓ Calculates existing workforce costs and future demand for resources.
- ✓ References Australian Labour Forecast data from Victoria University's Centre of Policy Studies, offering eight years of headcount supply, demand and skills forecast data split by ABS regions, ANZSCO occupations and ASCED qualifications.
- ✓ Includes dashboards to visually highlight shortages and risks to business stakeholders.
- ✓ Promotes the establishment of strategies to close skill gaps.
- ✓ Continuously monitors skill gaps and risks to the corporate strategy.



“Taysols' Strategic Workforce Planning solution allows us to perform all elements of the strategic workforce planning process in a single system. The insights derived from this tool make a large difference into whether NBN Co meets the planning challenges posed by the rollout of the national broadband network.

Chris Hare,
GM Planning, Rewards & Sourcing, NBN Co

STRATEGIC WORKFORCE PLANNING continued

Solution Details

Taysols' Strategic Workforce Planning solution is powered by Oracle® and Microsoft Office®, meaning that HR staff can input data, interact with models and build reports with minimal technical effort. The solution is available in the cloud or can be provided on premise.

Leveraging the power of Hyperion Planning, a commercially available module of Oracle's Performance Management framework, the solution enables your organisation to configure the inputs and outputs of the Workforce Planning model to suit your specific needs.

Information can be mapped from your source systems thereby increasing the speed of data collection and collation. The solution comes pre-populated with industry standard codes ensuring organisation wide conformity.

For those organisations wanting to input their information, either to complement their data or to facilitate scenario based modelling, input templates are provided which speed configuration and allow rapid deployment thereby increasing ROI. The input templates include inbuilt rules to facilitate advanced adjustment and spreading of data.

The graphical rule interface allows an organisation to easily understand and, where appropriate, modify the calculations used to derive the outcomes. The rules include plain text descriptions so that non-technical users have clear insight into the engine.

Output in the form of reports can be produced via Microsoft Office, pre-formatted production ready reports or in a graphical dashboard, meaning that there is a solution for all audience types from analysts to executives and board members.

