# ClearCo.

# Workforce Planning & People Analytics

Forecasting, collaboration, and analytics tools built for HR decision-making.

# See your company clearly for the first time.

Effectively plan your staffing needs to achieve business goals with powerful headcount modeling and analytics tools.

## Workforce Planning Overview

- **Build models** to forecast talent needs during periods of business expansion or contraction.

- **Create and implement** well-informed staffing scenarios, budgets, and recommendations.

- **Change assumptions** and adjust workforce variables to modify staffing scenarios and increase budget and forecasting accuracy.

- **Facilitate executive team collaboration** and ensure Finance, HR, and department leaders are aligned on talent decisions and their cost implications.

## People Analytics Capabilities

Track key HR metrics impacting headcount and organizational structure decisions.

- **Pay Equity:** Explore gender disparities in pay by role, location, and department over time.

- **Grow, Flow, and Turnover Dynamics:** Identify how pay differences, gender, location, tenure, competencies, and role impact turnover.

- **Diversity, Equity, and Inclusion:** Examine how race, ethnicity, and gender impact your workforce.

- **Headcount Intelligence:** Understand your headcount and compensation trends and evaluate your organization's current allocation of headcount, resources, and labor costs.

- **Data Integrity and Compliance:** Identify gaps and challenges in your data to strengthen your system of record and ensure compliance.

# Workforce Planning

## Designed for Cross-Functional Collaboration

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### Ensure Finance, HR, and Business Leaders Are Aligned

Build models that forecast talent needs during periods of business expansion or contraction and provide direction for particular actions, such as compensation adjustments and furloughs.

- ✓ Rapid Forecasting by Role
- ✓ Finance, HR, and Cross-Functional Alignment
- ✓ Operational Coordination
- ✓ Headcount Decisions and Hiring Timing
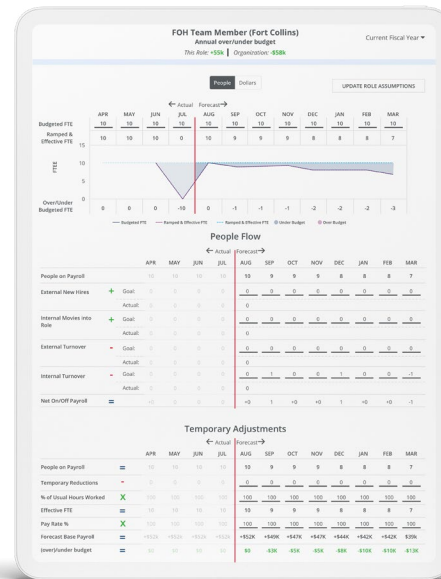- ✓ Financial and Budget Accuracy

# Workforce Planning Reports
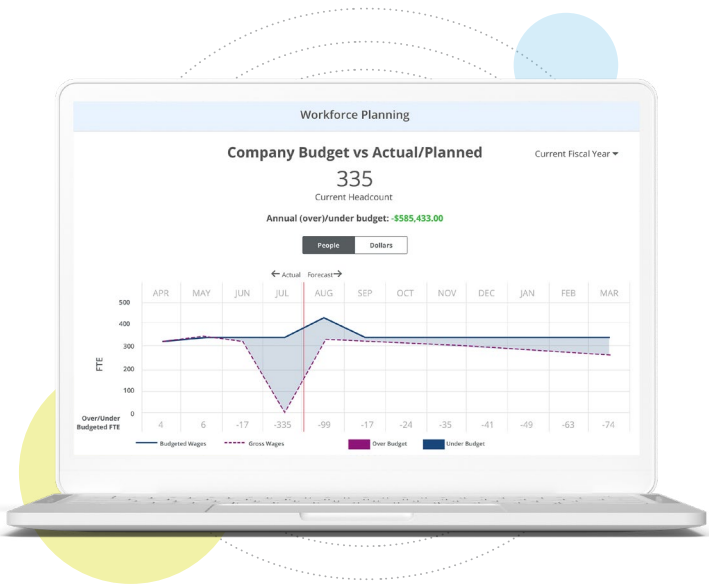
### Forecast talent needs during any economy

Develop scenarios that provide insight into the implications of different actions like salary cuts, furloughs, and hiring delays.

### Interactive dashboards create an intuitive process

Easily input variables by role for turnover, tenure, staffing changes, compensation adjustments, and ramp times to view staffing scenarios.
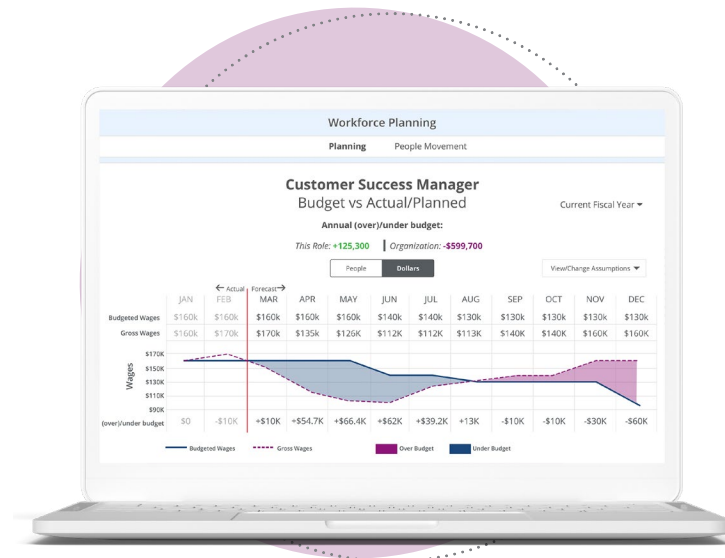
### Utilize financial data to build staffing strategies

Align your talent and business goals accurately by forecasting using your people data and unique workforce trends.

# Dynamic Snapshots of Your Organization's Health

Streamline your view of company data with meaningful insights into your people, structure, and the overall state of your organization.

## Powerful Pre-Built Reports

Understand your organization's talent profile in ways you've never seen before.

- ✓ Quickly see pay equity gaps
- ✓ Understand drivers of employee turnover
- ✓ Predict internal promotions and role changes
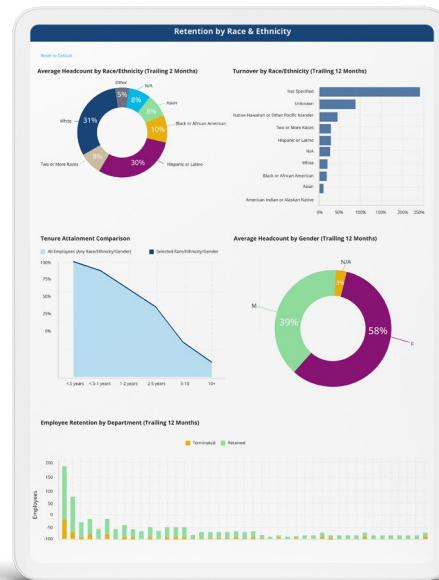- ✓ Capture a complete view of diversity demographics

# People Analytics Reports



### Standardized reports simplify organizational health tracking

Drill down to see how employee movement, cultural dynamics, and managers influence your talent picture.

### Find organizational blind spots around diversity

Race and ethnicity reports provide insights into diversity, equity, and inclusion to support HR, change management, and business decision-making.

### Identify potential gender gaps

Improve equity and inclusion throughout your business operations with gender-based reporting to allow leadership to create new talent goals and reshape hiring practices.
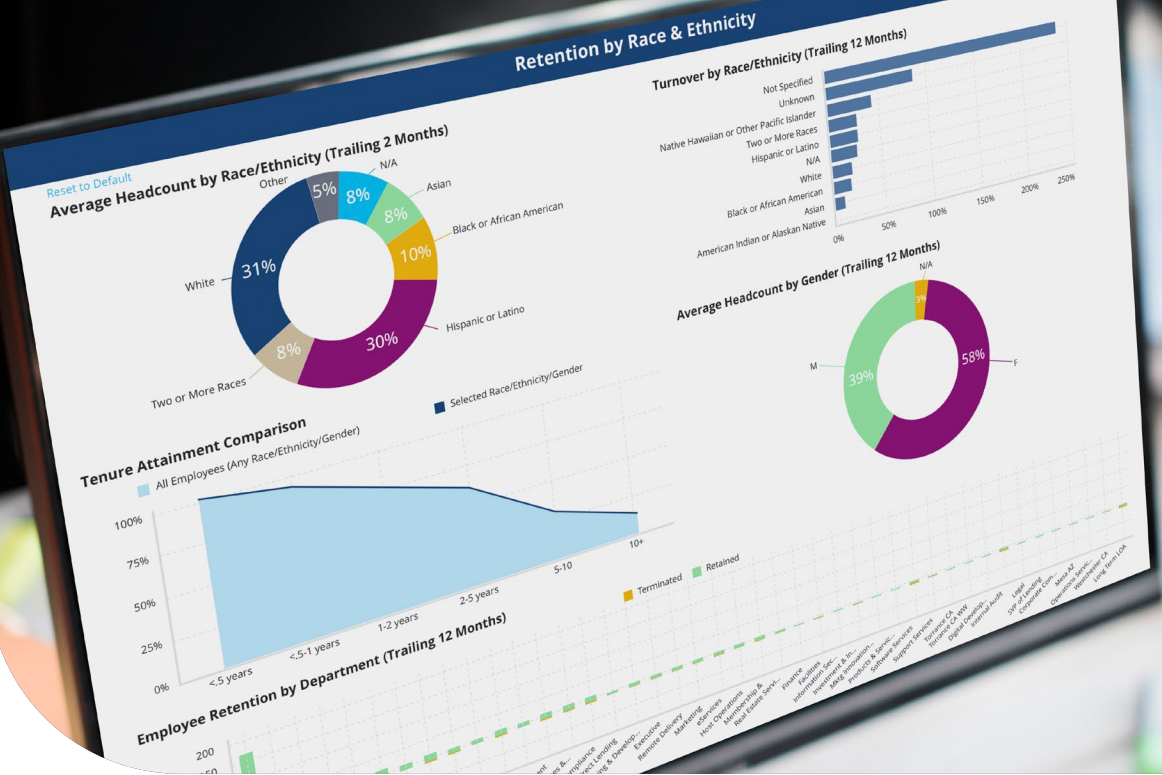
# Available People Analytics Reports

- ✓ Turnover by Department
- ✓ Promotions by Role
- ✓ Gender Diversity
- ✓ Racial and Ethnic Diversity
- ✓ Retention by Gender
- ✓ Retention by Race and Ethnicity

- ✓ Active Employees
- ✓ WFP Data Readiness Report
- ✓ DE&I Data Readiness Report
- ✓ Average Pay
- ✓ Pay Percentile Analysis
- ✓ Total Compensation Spend

- ✓ Headcount and Demographics
- ✓ Grow, Flow, and Churn
- ✓ Compensation
- ✓ Diversity and Inclusion
- ✓ Employee Lifetime Value