

prevedere

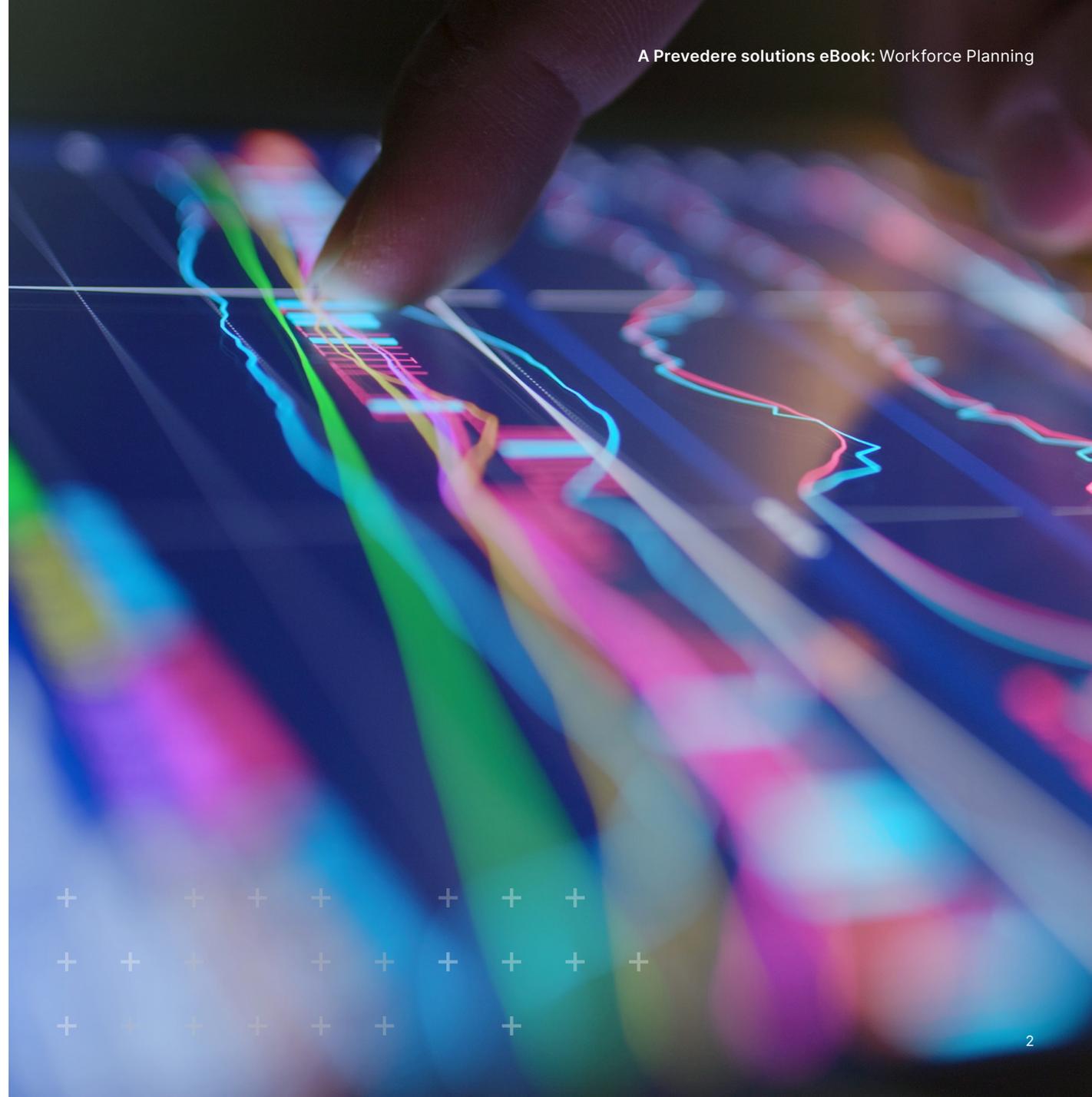
Market-validate workforce planning with external predictive AI



Introduction

Workforce planning is a strategic process that enables organizations to build a pipeline of future talent, assess which skills are required and then develop strategies for attracting, developing and retaining quality workers. Understanding these elements allows companies to successfully forecast future cost for business plans.

Workforce planning is about managing resources into the future in order to meet and surpass business objectives. To develop truly effective plans, businesses must quantify future operating conditions to manage risks and capitalize on opportunity. This is where Prevedere stands out and is unique in providing predictive intelligence that is based on business dynamics that organizations have no control over – the outside world.



Workforce Planning drivers and intelligence

Prevedere is a leader in Advanced Predictive Planning, in the identification of the leading indicators for wages, employment and benefits - and the creation of predictive AI econometric models based on the highest contributing indicators.

Combined with model interpretation from our team of economists, Prevedere provides unique planning insight into future wage and employment levels, and upcoming shifts in supply and demand.



Customer use cases



A national diner-style restaurant chain who opens over 1000 new locations each year leverages prediction models for future waiter wages, by state and MSA.



A temporary and permanent staffing company models and predicts pay rates and placement needs 12-18 months out to improve precision of their operational and strategic plans.



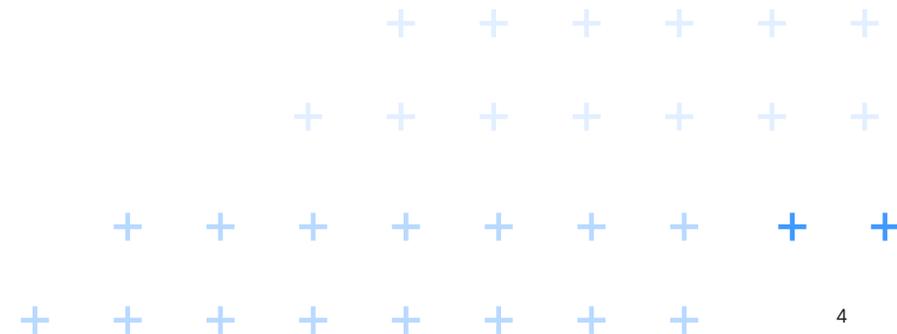
An American chain of variety stores leverages Prevedere's heat maps and forecasts to quantify wage requirement over the next 12 months, with the goal of paying 5-10% to strategically attract talent.



A Fortune 2000 energy company leverages longer-term prediction models to monitor upward and downward pressures correlated to wage rates, employment availability and benefits cost.



A national retailer opens multiple distribution centers each year and leverages Prevedere prediction models for wages, by job type, and future availability of staffing resources.



A new planning imperative

With the increased economic volatility over the last 2-3 years, it is imperative that employers look for ways to manage workforce planning uncertainty. Prevedere provides quantitative predictions from our Advanced Predictive Planning platform combined with qualitative insights from our economist team.

“With a recession looming and ongoing uncertainty, we needed to get a smarter handle on future workforce conditions, using Prevedere to identify the macroeconomic drivers and leading indicators of wage rates, and predictive models able to foresee when shifts will occur.”

CFO,
Enterprise staffing company

Introduction to Prevedere's Predictive AI for Workforce Planning



Similar to an economist who considers the 5-10 leading indicators to predict the direction of the economy, Prevedere is able to apply a similar approach to Workforce planning, leveraging AI/ML based predictive planning.



Prevedere can provide an economic outlook of macro indicators for the overall economy, and what that means for organizations in general.



Prevedere identifies the unique leading indicators for wages, employment or benefits from a database of thousands, which includes hourly earnings, unit labor cost, real disposable personal income, economic policy uncertainty index, US labor productivity, and many others.

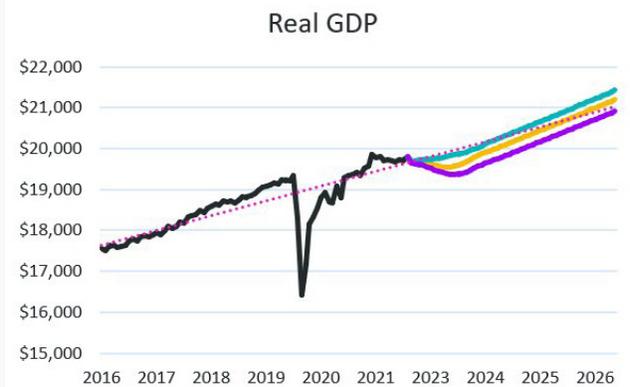


Prevedere then creates and simulates future outcomes with back tested econometric models, resulting in annual, quarterly and monthly forecasts.

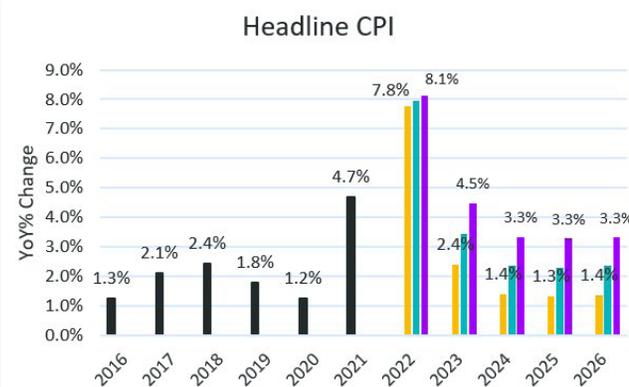
Macroeconomic outlook

Prevedere’s team of economists advise customers on the impact of macro level indicators on workforce planning. Here is an example of an assessment of economic drivers, including Real GDP, CPI and unemployment: [note sample data used]

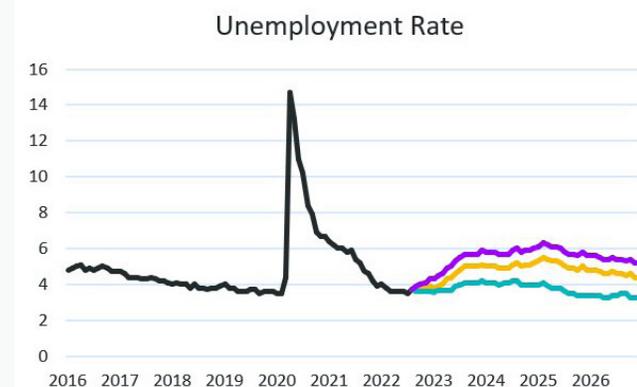
Economic contraction is expected within the next 12 months



Peak inflation is expected to occur in Q3



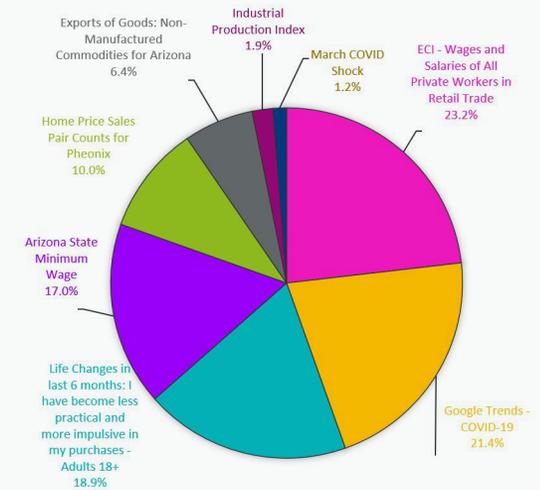
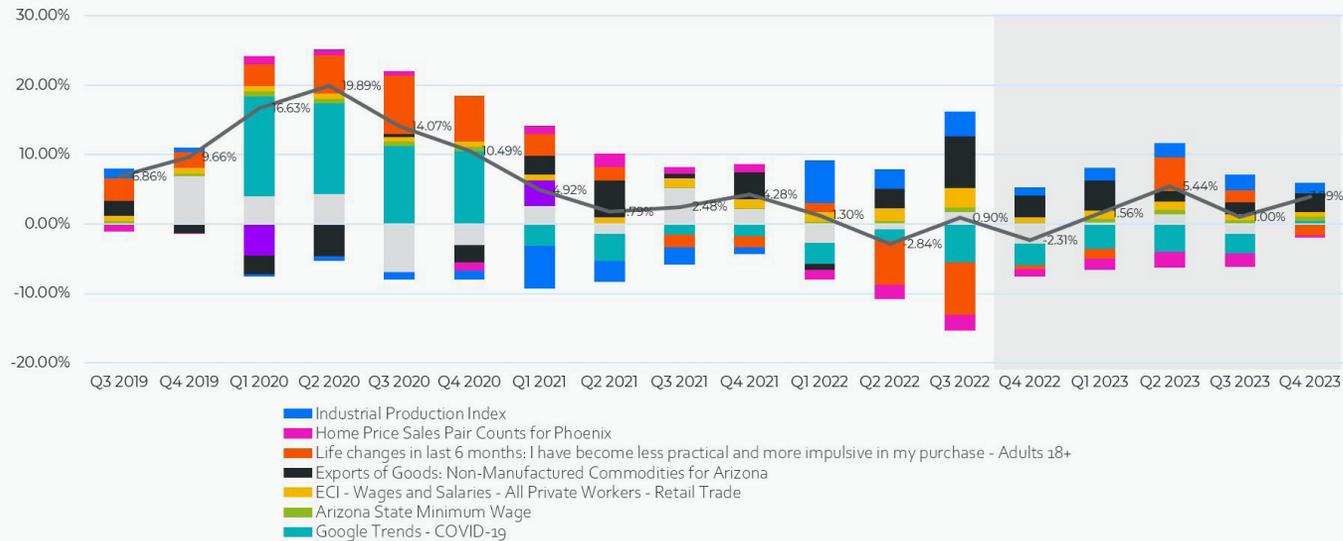
Unemployment rate to rise with rising risk of recession



Leading indicators

The Prevedere platform identifies the leading contributing indicators, in this case for pay rates. From a repository of thousands of external indicators, our correlation algorithm identifies the top 5-10, and their contribution to pay rates over time: [note sample data used]

Indicator contributions to pay rates



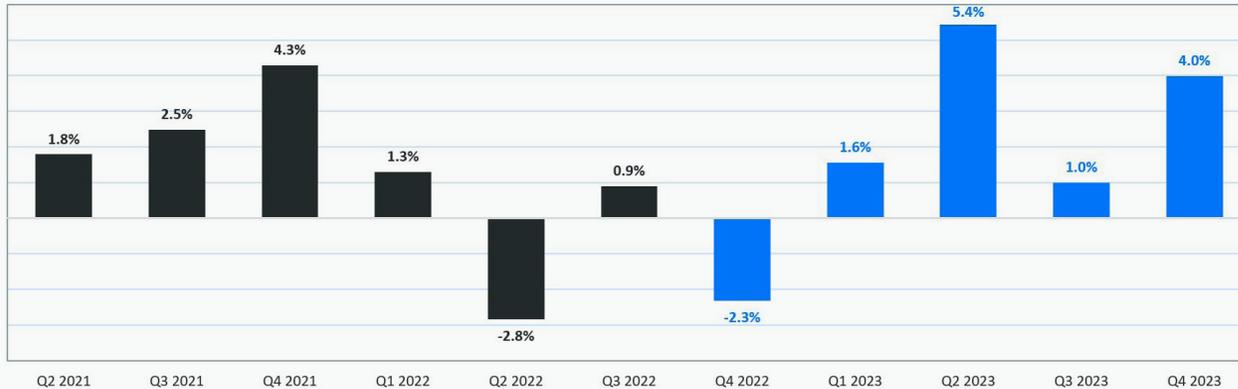
Econometric prediction models

Prevedere’s AI platform automatically creates, simulates and back tests thousands of econometric models based on the leading indicators for the line of business in question (e.g. quarterly earnings for the Atlanta MSA). Generated forecasts can be monthly, quarterly or annual, in this case quarterly for nonsupervisory employees: [note sample data used]



Growth Forecast

Average hourly earnings for nonsupervisory employees



Actual external business drivers?

Importance	Driver
23%	Employment Cost Index - Wages and salaries for all private workers in retail trade
21%	Google trends - COVID-19
19%	Life changes in past 6 months: Less practical and more impulsive
17%	Arizona State minimum wage
10%	Home price sale pair counts for Arizona
6%	Exports of goods: Non-manufactured commodities for Arizona
2%	Industrial Production Index
1%	Initial COVID shutdown shock

Conclusion

Change and market uncertainty is the new normal for workforce planning. Basing HR plans and demand forecasts on internal data or gut feel is no longer viable for planning success.

Prevedere's global data, predictive AI modeling and team of economists offer a new class of insight and advantage over traditional planning methods. Strategies and plans can be market-validated with a layer of predictive pricing intelligence designed to improve the quality of decisions and business outcomes.



Plan and forecast more intelligently in the new world

Add Advanced Predictive Planning to your business.

Talk to Prevedere to identify how we can benefit your organization.

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Contact: (888) 686-7746 or inquiries@prevedere.com