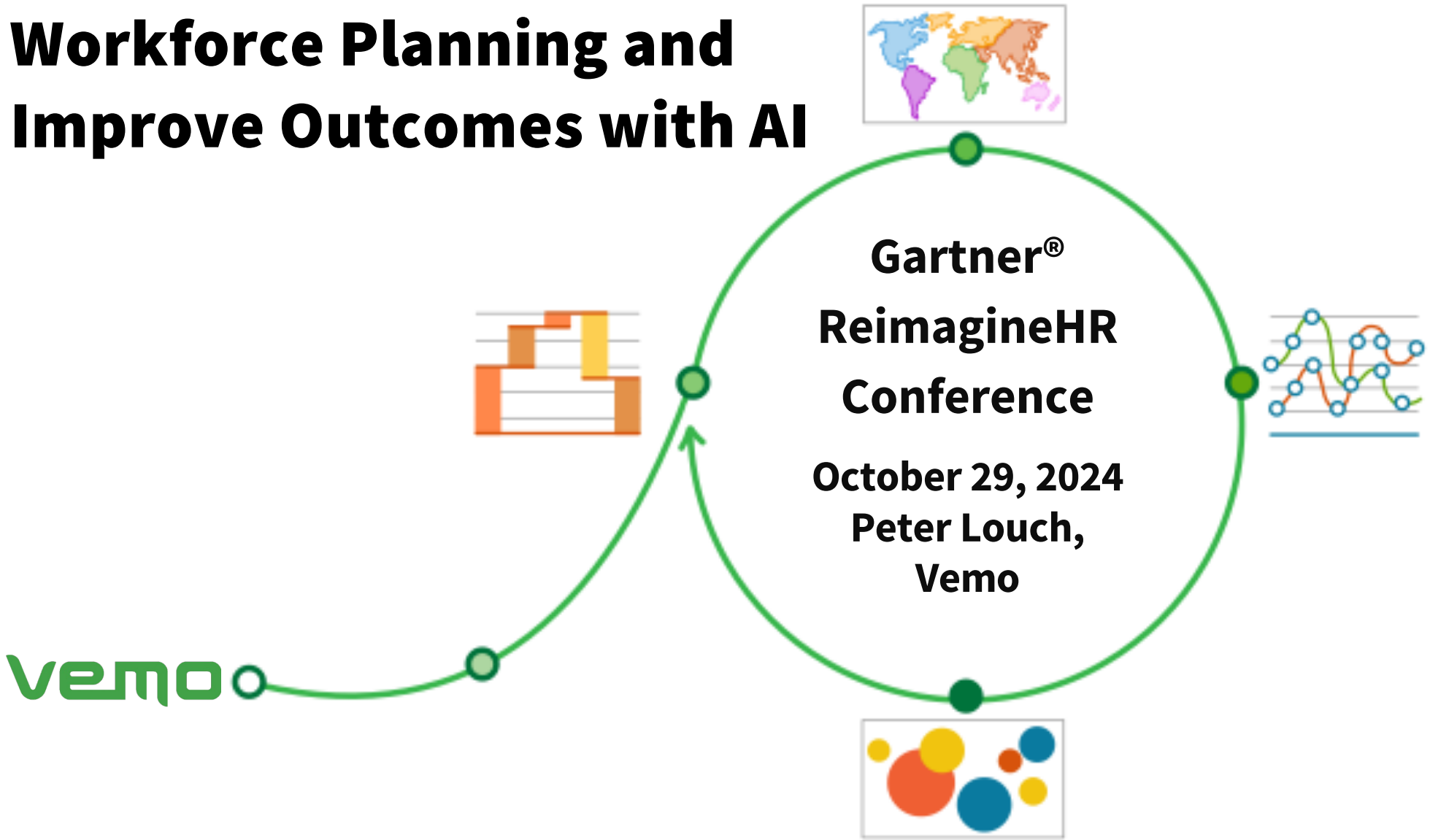


How to Simplify Workforce Planning and Improve Outcomes with AI



vemo

About Vemo

Workforce Planning ○ Workforce Analytics ○ Resource Management

- **Next-gen technology**
 - Leveraging machine learning and generative AI
- **Committed client service**
 - Dedicated implementation and account manager
 - You provide raw data, we handle the implementation
 - Ongoing support from in-house experts
- **Proven Track Record**
 - Founded in 2005
- **Diverse Client Base**
 - From mid-size to Fortune 100, across all industries

Recognized in the Gartner® Hype Cycle™ for HR Technology, 2024



A Sample Vendor for both Workforce Planning and Talent Analytics technologies, two years in a row!

Gartner, Hype Cycle for HR Technology, 2024, By Jeff Freyermuth, 30 July 2024.

Gartner and Hype Cycle are registered trademarks of Gartner, Inc. and/or its affiliates in the U.S. and internationally and are used herein with permission. All rights reserved. Gartner does not endorse any vendor, product or service depicted in its research publications, and does not advise technology users to select only those vendors with the highest ratings or other designation. Gartner research publications consist of the opinions of Gartner's research organization and should not be construed as statements of fact. Gartner disclaims all warranties, expressed or implied, with respect to this research, including any warranties of merchantability or fitness for a particular purpose.

Key Takeaways

How AI Supercharges Workforce Planning...

- **Delivers faster, more accurate** talent shortage predictions
- **Shifts focus from planning to execution** by reducing manual effort
- **Strengthens collaboration** between leaders and HR business partners
- **Enables real-time monitoring** of key initiatives like diversity

Workforce Planning without ML

Without Predictive Modeling Ecosystem...

- Manual/Reactive Workforce Planning
- Creates good answers / insight for each silo but incorrect answers in the aggregate

+5

What is skill gap of current workforce?

+2

How many net new positions with skill?

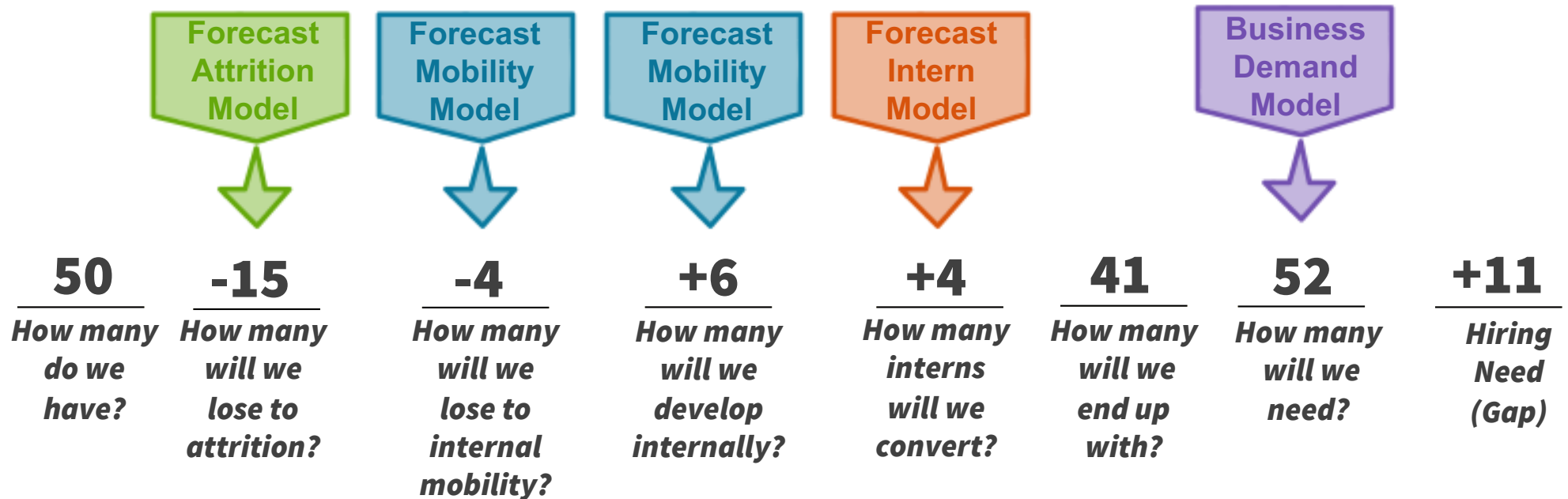
+7

*Hires planned + **backfill attrition on demand***

SWP with ML

With Predictive Modeling Ecosystem...

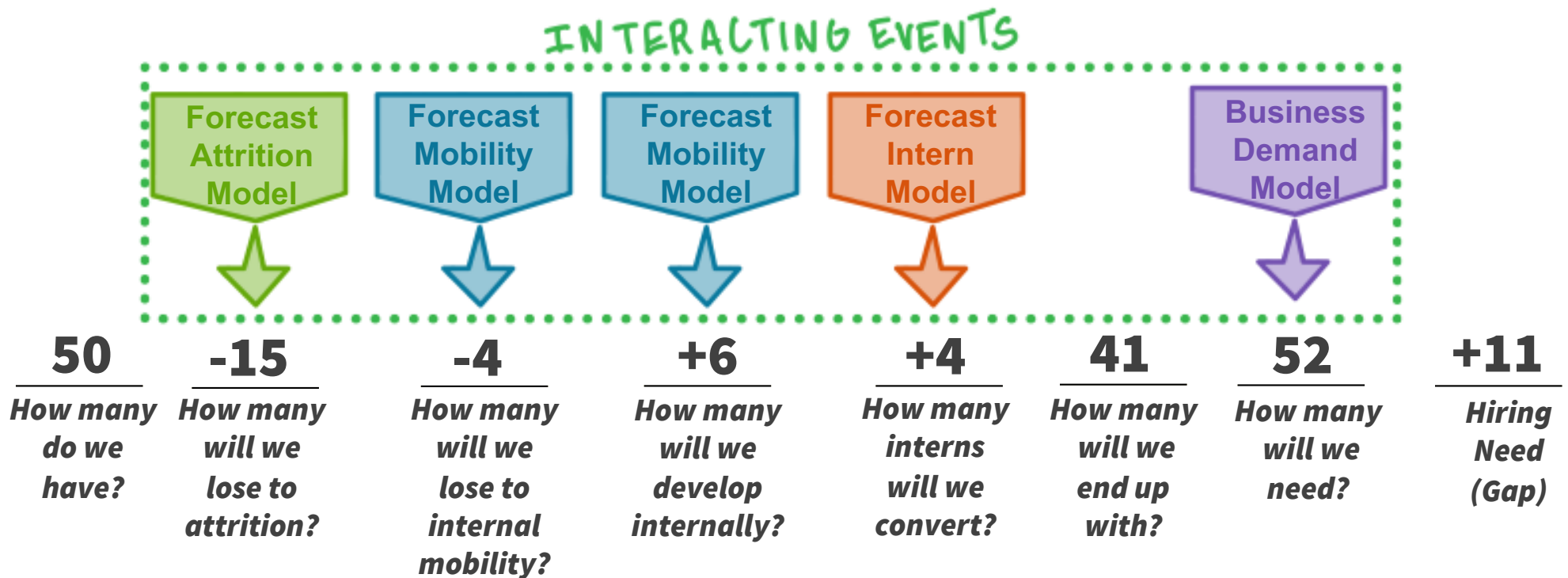
- ML-Based AI
- For Each Job Role & Skill



SWP with ML

With Predictive Modeling Ecosystem...

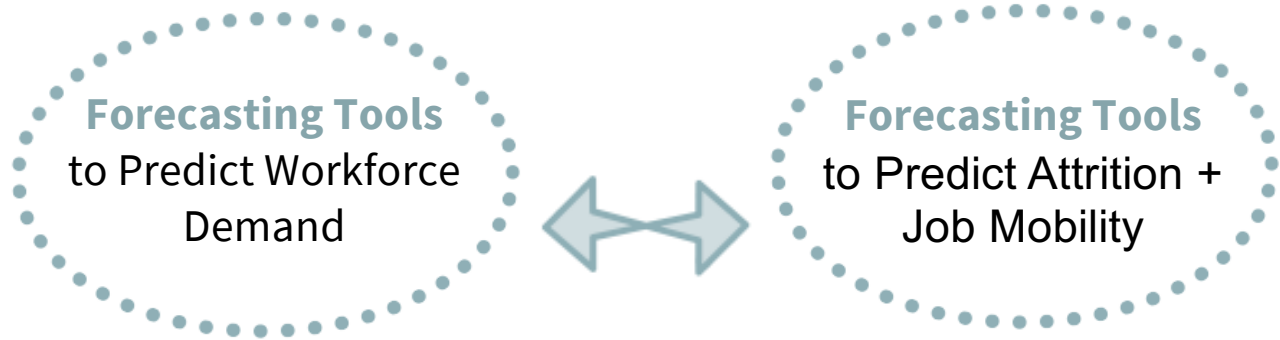
- ML-Based AI
- For Each Job Role & Skill



SWP Predictive Modeling Ecosystem

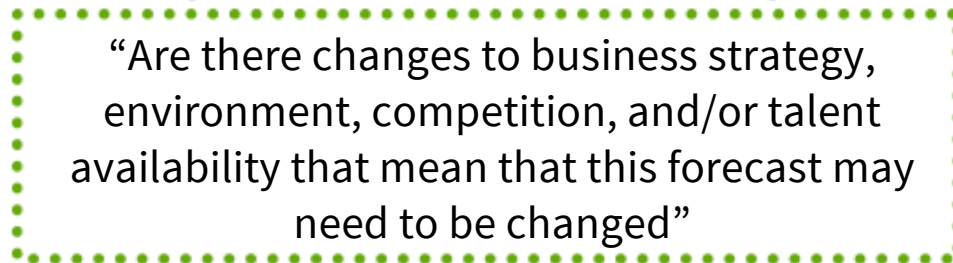
1

Predictive insights create intelligent and actionable starting point



2

End User Planning & Alternate What-If Scenarios



3

More time for execution and improved data for consumers of workforce planning info



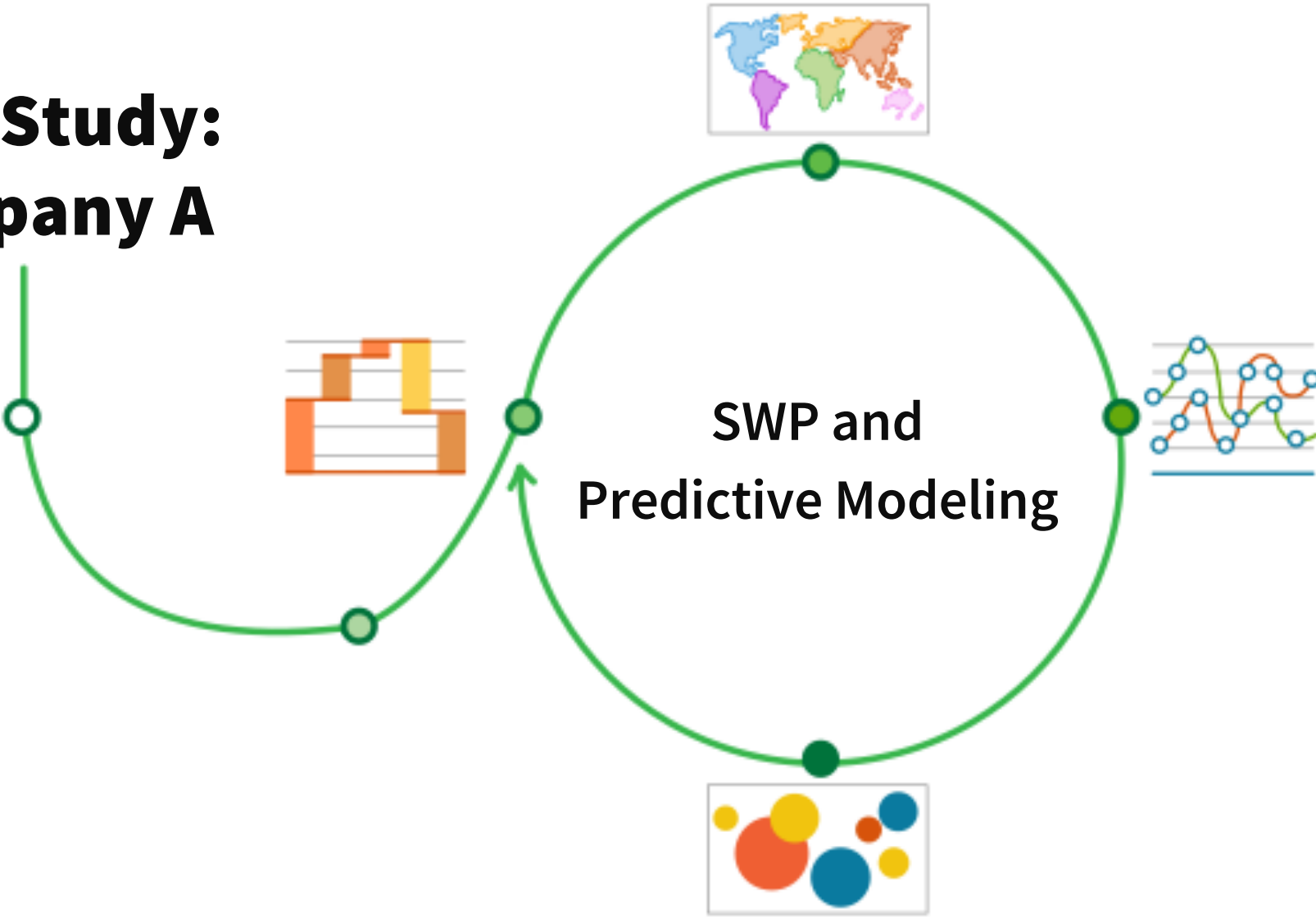
SWP Predictive Modeling Ecosystem

End User Planning & What-If Scenarios

“Are there changes to business strategy, environment, competition, and/or talent availability that mean that this forecast may need to be changed”



Case Study: Company A



The Challenge

- Before partnering with Vemo, Company A tried a variety of approaches that did not deliver desired results
 - **Finance-driven budgets** led to inaccurate views of roles, levels, and locations
 - **Bottom-up forecasts** by hiring managers were ~4% too high on talent costs
 - **Special SWP projects** were painstaking, and information was outdated by time of completion
- The process left everyone frustrated, including key stakeholders

The Solution

- **Vemo's predictive ecosystem delivered ~99% overall accurate demand forecasts**, running overnight on Day 0 of each cycle
 - Finance reviews for affordability up front
 - HR business partners and hiring managers collaborate on final headcount forecasts, adjusting for business drivers
 - Plans are continuously monitored for updates

The Result

Vemo Predictions

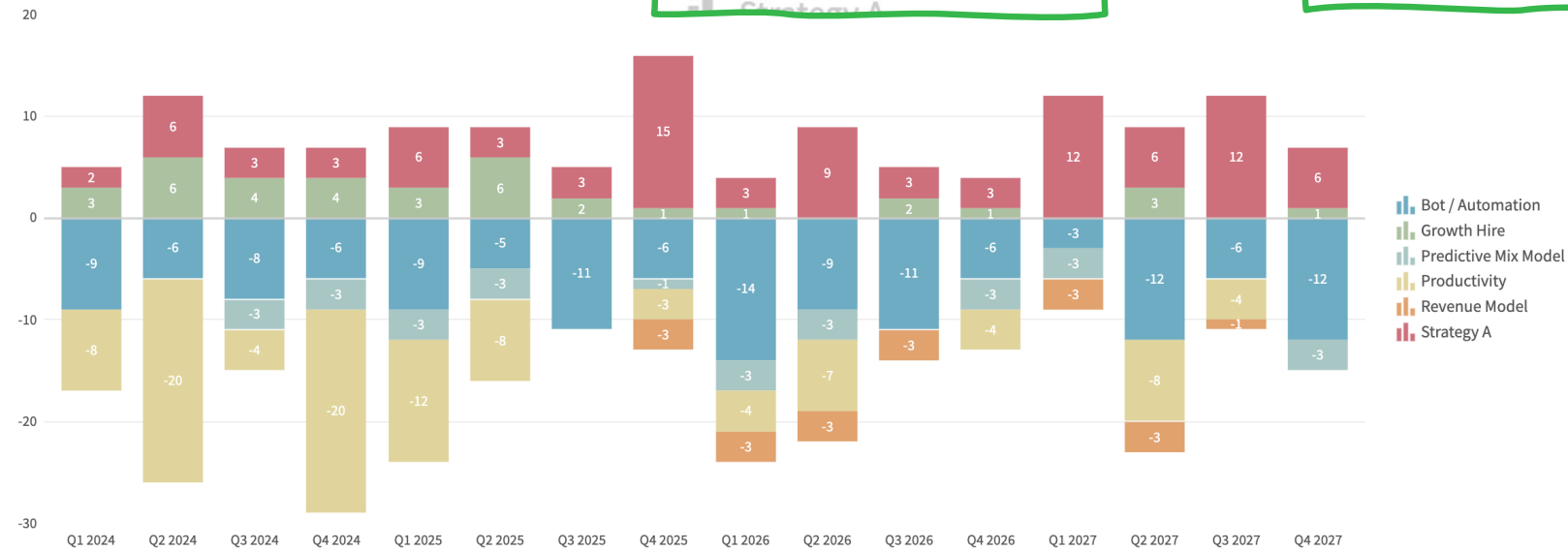
- Bot / Automation
- Growth Hire
- Predictive Mix Model
- Productivity
- Revenue Model
- Strategy A

Planner SWP Reasons

- Growth Hire
- Predictive Mix Model
- Productivity
- Revenue Model
- Strategy A



Submitted Plan Change Reason



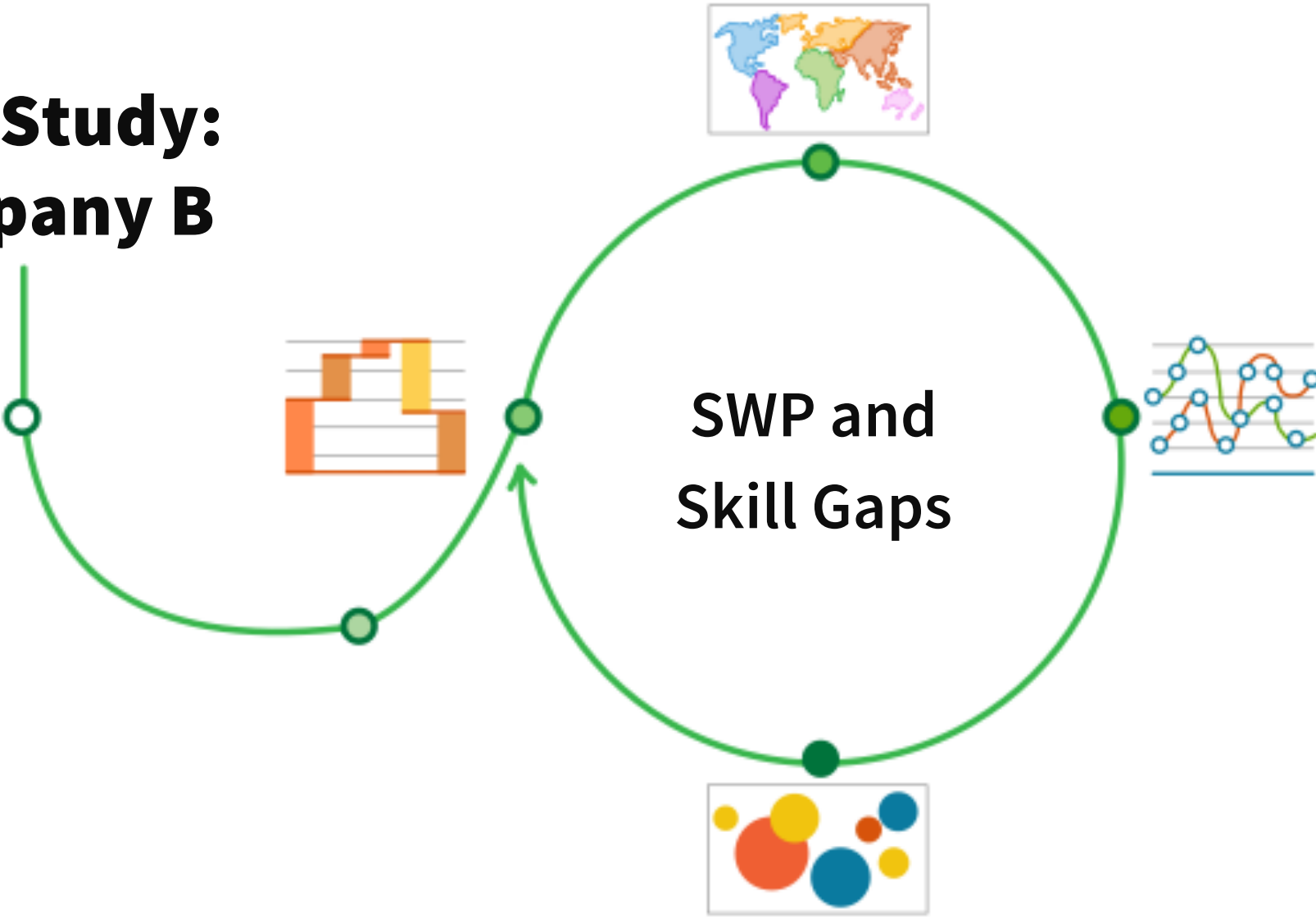
Change Reason Headcount by Quarter and Reason

The Result

- Visibility into improved accuracy encourages leaders to adopt predictive forecast as starting point; they now see planning will deliver talent needed to drive the business



Case Study: Company B



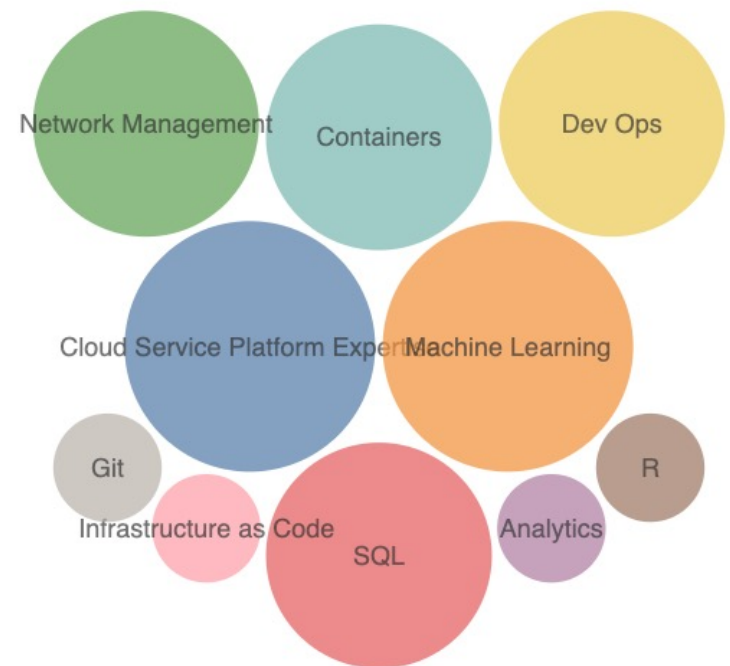
The Challenge

- Company B aimed to become a skill-based organization but has **struggled to identify the skills** associated with each role

The Solution

- Using job profiles and descriptions, Vemo's Ask Rai module creates and updates skill demand profiles for each role
- The headcount plan now also reflects the demand for specific skills

Engineering, Grades 4-6



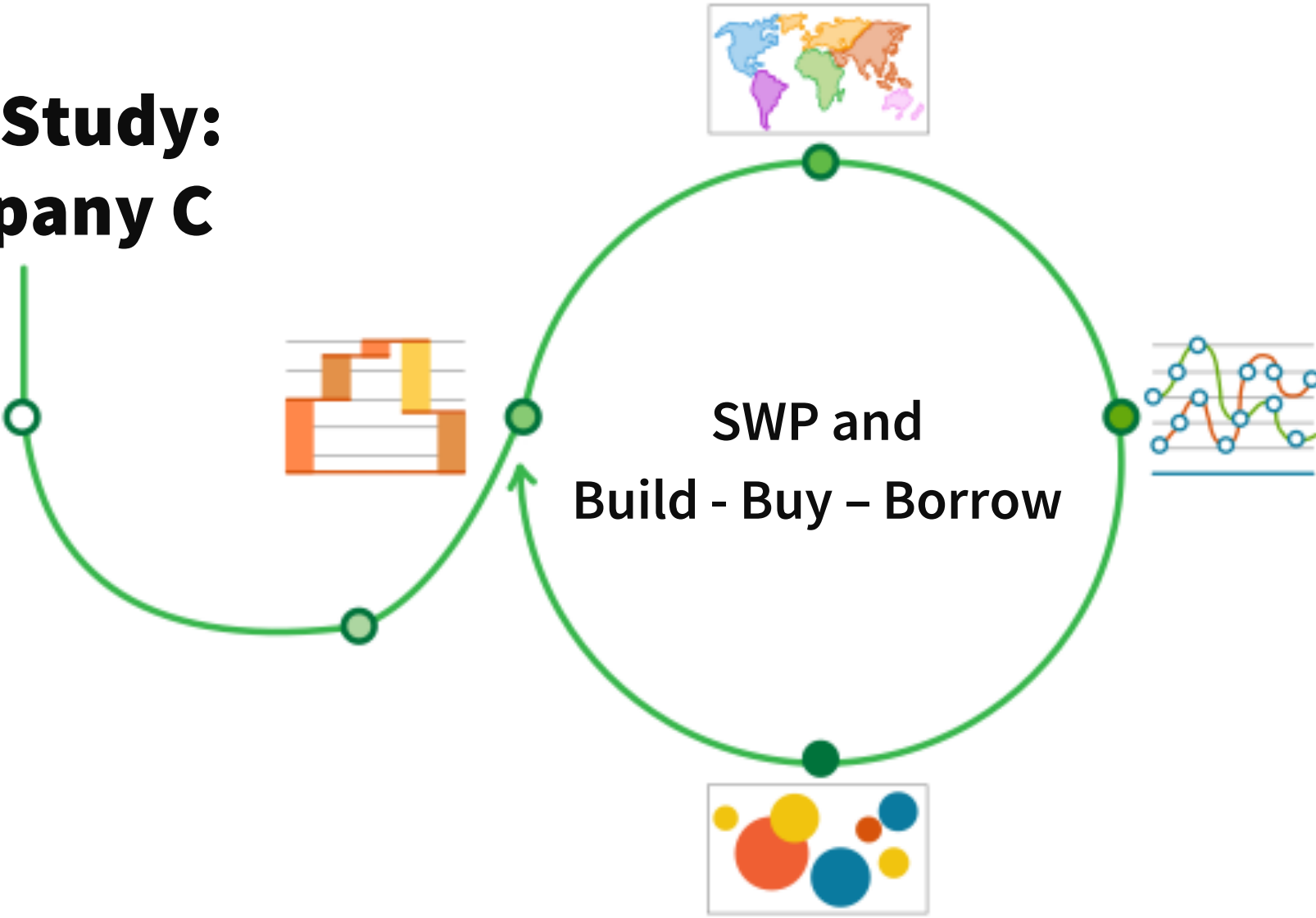
The Result

- Skill demand can now be compared to existing employee skills, enabling the identification of current and future skill gaps across the organization

Skill Gap Details (Jan 2025 – Dec 2028)

Skill	Current Gap	Future Gap ↓
Network Management	22	25
SQL	22	24
Machine Learning	19	21
Cost/Workload Management	20	21
Cloud Service Platform Expert...	19	21
Containers	17	19
Dev Ops	16	18
AWS	17	18
Change Management	16	17

Case Study: Company C



The Challenge

- Before partnering with Vemo, Company C forecasted future hiring based solely on historical hiring patterns, leading to inaccuracies
- As a result, build-borrow-buy decisions were made **hastily and reactively**

The Solution

- Using Vemo's Predictive Modeling Ecosystem, client can now anticipate talent needs with reliable projections of supply and demand
- **Demand Projection** uses a combination of predictive demand and user-generated forecasts
- **Supply Projection** uses a machine forecast accounting for:
 - Attrition
 - Lateral mobility between job roles
 - Promotion mobility within job roles
 - Intern conversions

The Solution

Gaps



Build



Buy

Gap



1,318
TOTAL

- Systems Engineering, Level 2: 999.3
- Environ Health & Safety Engineering, Level 5: 18.2
- Management Reporting, Level 5: 15
- Engineering Planning, Level 5: 14.8
- Database Engineering, Level 8: 13.4

Build (Mobility)



805.0
TOTAL

- Database Administration, Level 4: 31.4
- CAD/CAM Engineering, Level 7: 24.9
- Travel & Expense (T&E) Auditor, Level 3: 17.9
- Systems Engineering, Level 2: 17.7
- Treasury and Insurance Risk Management, Level 2: 14.9

Buy (Hires)



513
TOTAL

- Systems Engineering, Level 2: 349.6
- HR Operations, Level 3: 28
- Data Warehouse Analysis, Level 3: 12.8
- Human Capital Analysis, Level 4: 12.4
- Power & Recovery - Skilled, Represented: 11.3

The Results

- Company C now receives **advanced notice** of
 - Employee hiring
 - Internal mobility
 - Intern conversions
 - Contractor onboarding
- This allows talent acquisition and development teams to plan proactively

Case Study: Company D

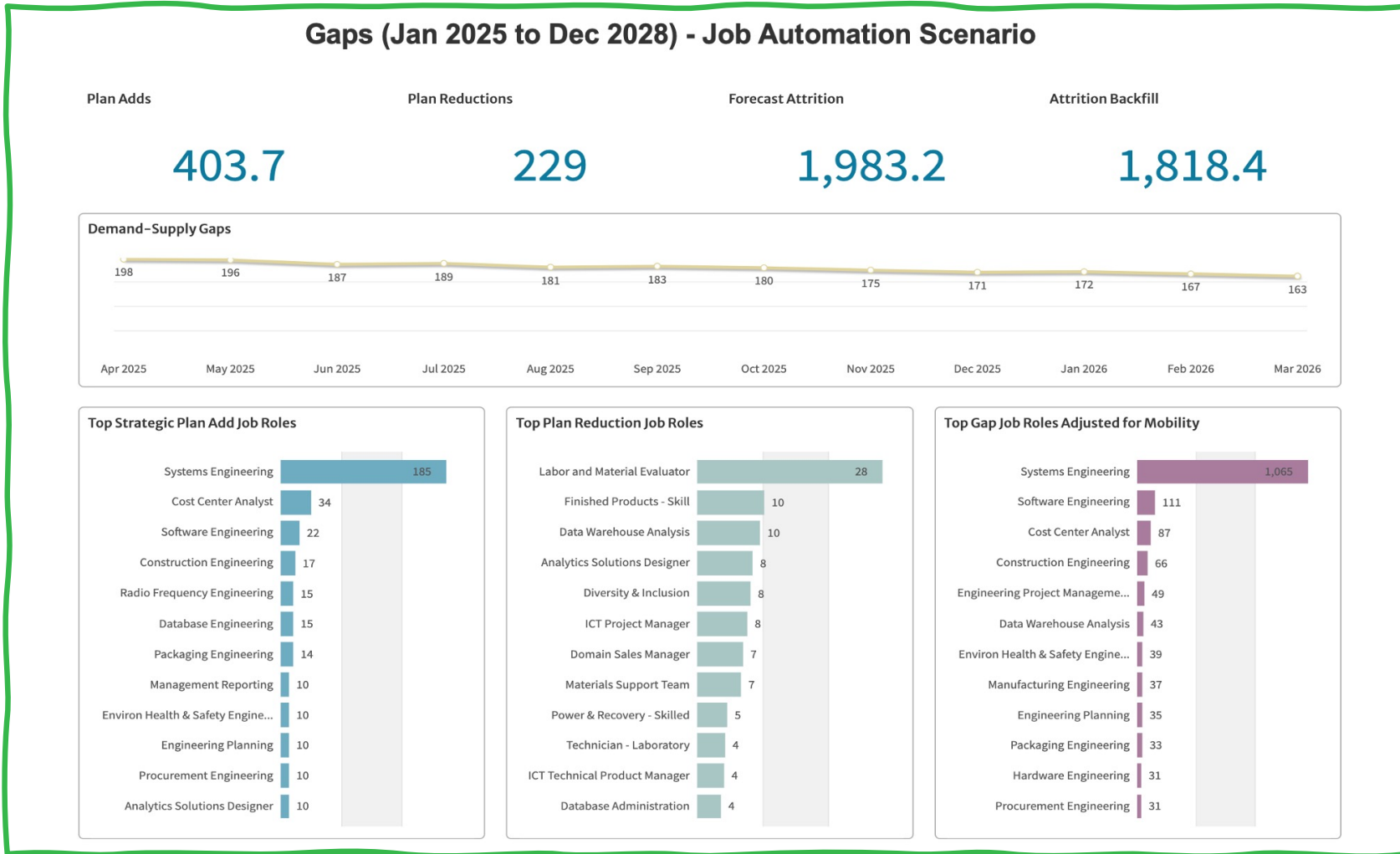


Challenge

- Company D, a global technology firm, has successfully utilized Vemo SWP for five years
- Now, the client aims to leverage Vemo to support a multi-year goal of **increasing female representation from 25% to 30%**
- **GenAI is changing internal job demand** in ways that disproportionately affect the female workforce, so it's essential for diversity projections to consider these shifts

The Solution

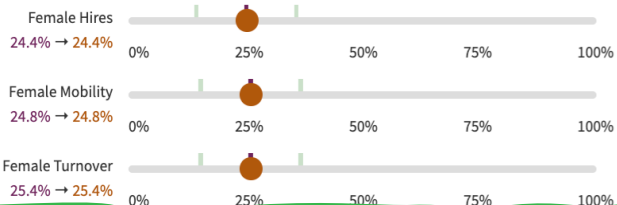
Multi-Year Gaps for Job Impacts from GenAI



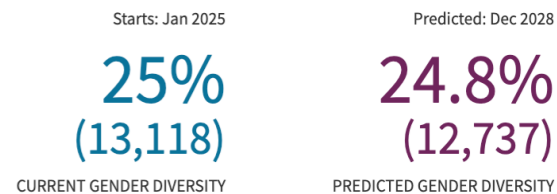
The Solution

- Predictive ecosystem shows how the SWP interacts with
 - Market availability for hiring by gender
 - Mobility and attrition trends by gender within the company
- This highlights the impact of the AI-driven SWP demand forecast on future gender diversity

Forecast Rates...



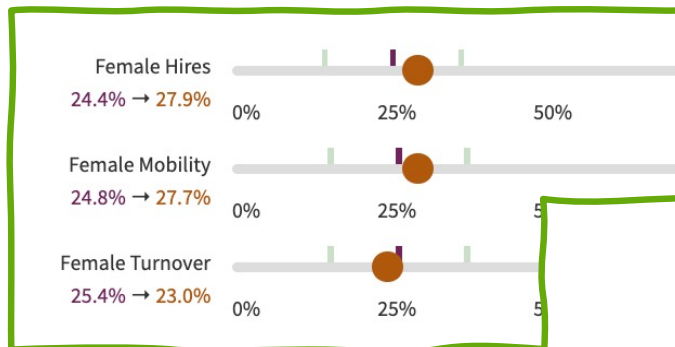
...Predicted Results



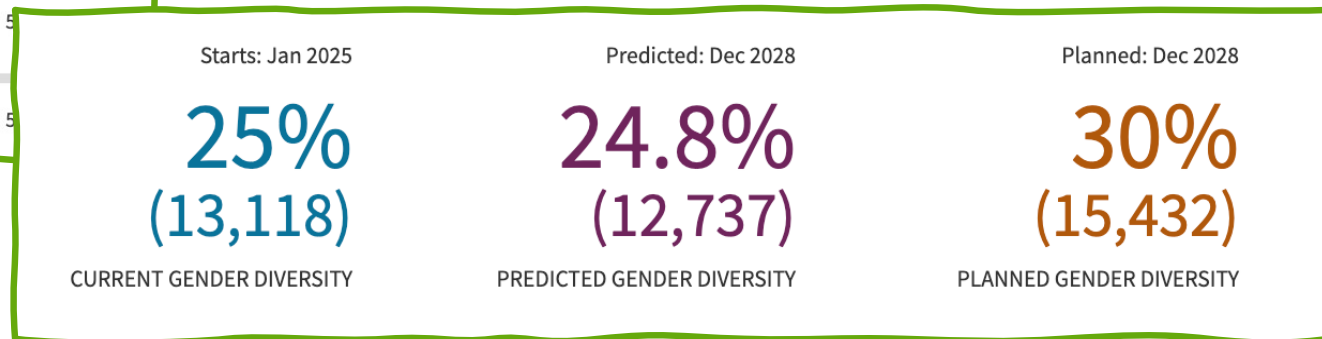
The Results

- Vemo Gender Diversity Modeler helps planners identify underperforming job roles, levels, and locations, allowing them to model improvements and set revised targets

Revised Rates...



... Drive Improved Results!



Key Takeaways

How AI Supercharges Workforce Planning...

- **Delivers faster, more accurate** talent shortage predictions
- **Shifts focus from planning to execution** by reducing manual effort
- **Strengthens collaboration** between leaders and HR business partners
- **Enables real-time monitoring** of key initiatives like diversity

Thank You - Come See Vemo!

- Please visit us at booth # **225**
- Chat with some of our satisfied customers!



SCHEDULE A DEMO