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LET'S TALK AI.

How AI Might Change Your SWP Job: What You Need to Know

In our [May newsletter](#), we shared **key takeaways** from our keynote presentation at this year's SWP conference in Chicago. We turned to discussing the greatest anxieties attendees reported about AI and Strategic Workforce Planning.

A majority of attendees responded that their top anxieties about AI were:

- 1. How is it changing my business?
- 2. How is it changing my workforce roles?
- 3. How is it changing my job?

In this month's newsletter, let's tackle **Topic 3: How AI Might Change My Job**.

Tracking How Far We've Come

SWP HASN'T ALWAYS BEEN A DISTINCTLY ANALYTICAL ACTIVITY.

If you look past a decade or so, most organizations conducting SWP had to do so on particularly small subsets of their workforce as they did not possess well-organized HR data on jobs. In this recent history, with imprecise headcount measurements, it was easy for some experts to admonish SWP practitioners, claiming that “the data do not matter!” Additionally, although most of hiring is constituted of backfilling attrition, organizations were using high level estimates of turnover and retirement to forecast future attrition events. Since enterprises were unable to identify which attrition to not backfill, they could not successfully determine how to make the critical hires to drive their business on a cost-neutral basis.

TODAY, WITH AI, THOSE ISSUES ARE BEHIND US.

Now, most organizations have designed job taxonomies, enabling them to determine precise headcount for organization and job structures. No more blindsiding by emerging trends! Through a fully automated machine learning process, **Vemo's predictive attrition model** is updated for turnover, retirement, and workforce mobility on a weekly basis. Through labor market intelligence and generative AI, it's now possible to correlate jobs to skills. **It's time to drive progress towards being a skill-based organization.**

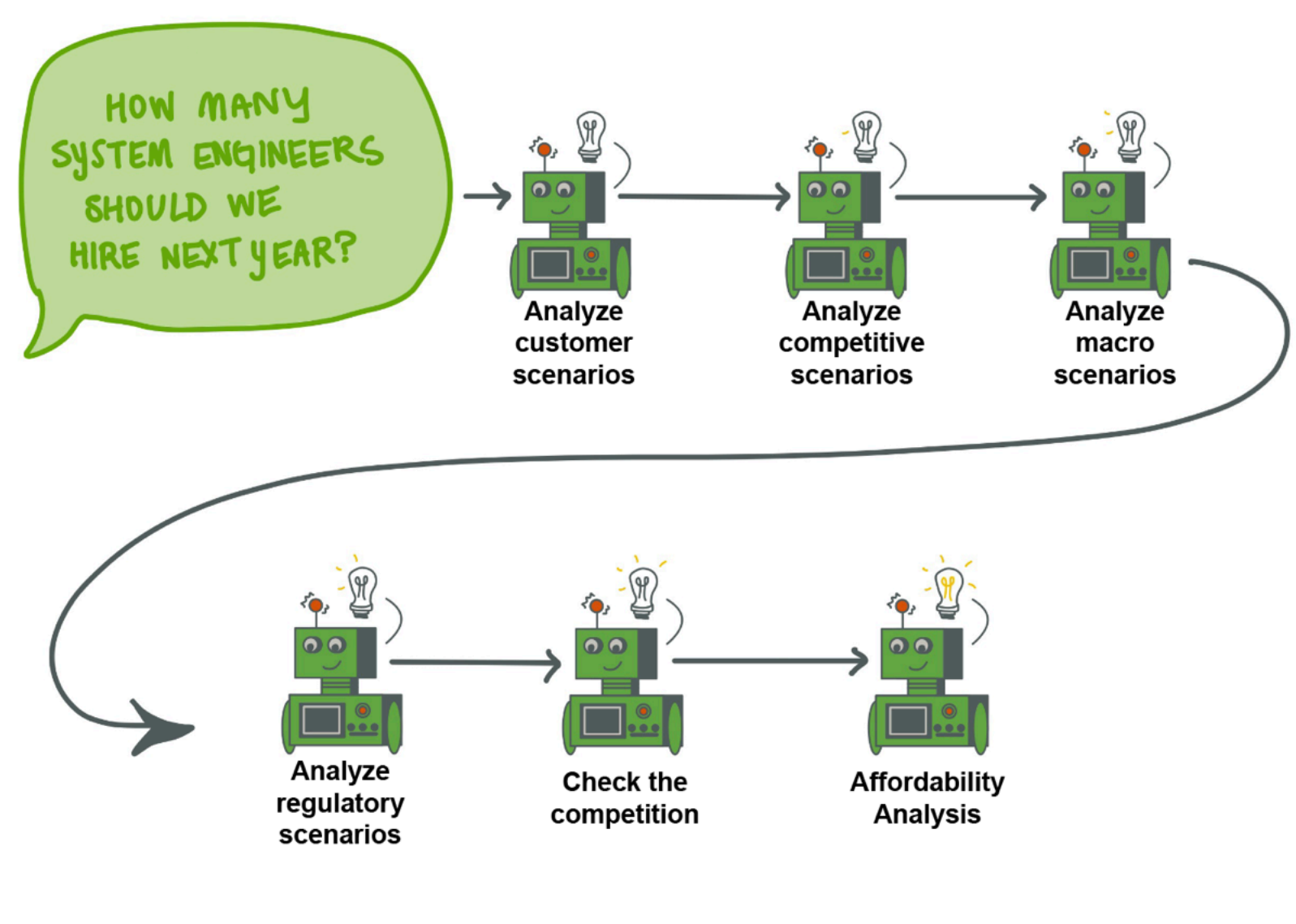
SWP Deserves a Seat at the Table

Let's not lose sight of SWP. Rather than reducing the need for SWP, all of the aforementioned activities have increased its importance as a strategic and analytical activity. If we act intentionally, our profession can embrace Agentic AI as drivers of this activity.

THE STANDARD OUTPUTS OF SUCCESSFUL SWP:

- 1. **A short range gap plan.** This provides a formula to provide the talent acquisition, talent management, L&D, and other HR functions highly reliable guidance for the number of internal and external hires, how to develop short-term pipelines, and more. This area benefits greatly from the advances in machine-learning.
- 2. **The classic long range plan.** This defines an organization's trajectory, also driving long range budgeting. This output is focused as much on the approval and affordability discussion as it is on the actual planning—making it a less suitable candidate for applying Agentic AI.
- 3. **Scenario planning.** This models how the workforce will need to adapt to changes to business strategy, environment, competition, workforce automation, and/or talent availability scenarios. This is a critical part of SWP. Yet scenario planning is often swept to the side, excused as an optional activity, while organizations focus on their short range gap plan and classic long range plan. The strategy seems to be: let's just hope these scenarios don't unfold, and call it a day. Scenario planning is a great candidate for applying Agentic AI. Picture this: a series of agents that do document review, external market research, and curate easy-to-use scenarios.

SWP Specialized Agents Can:



- 1. **Analyze customer scenarios.** Agents anticipate shifts in customer demand that could impact workforce size, roles, or skills, enabling proactive planning to meet evolving customer needs.
- 2. **Analyze competitive scenarios.** Agents simulate potential market disruptions, helping your organization adapt talent strategies to stay ahead of the curve.
- 3. **Analyze macro scenarios.** Agents forecast the impact of global trends on labor supply, talent mobility, and costs, allowing you to refine your strategy.
- 4. **Analyze regulatory scenarios.** Agents monitor changes in laws, policies, and compliance standards to help your organization reduce risk and respond quickly to new regulations.
- 5. **Check the competition.** Agentic AI connects internal data with external market intelligence, creating an integrated viewpoint that enables leaders to make sharper, data-driven workforce decisions.
- 6. **Conduct an affordability analysis.** Agentic AI models unlimited workforce scenarios with your budget needs—helping you discover the most cost-effective way to achieve the optimal workforce.

Where We Fit In

With our SWP specialized agents in place, envision a master process directing them all—continuously running all six scenario types. This intelligence system quickly evaluates countless possibilities, identifying the three most likely scenarios to manifest—delivering focused, data-backed insights your organization can act on with confidence.

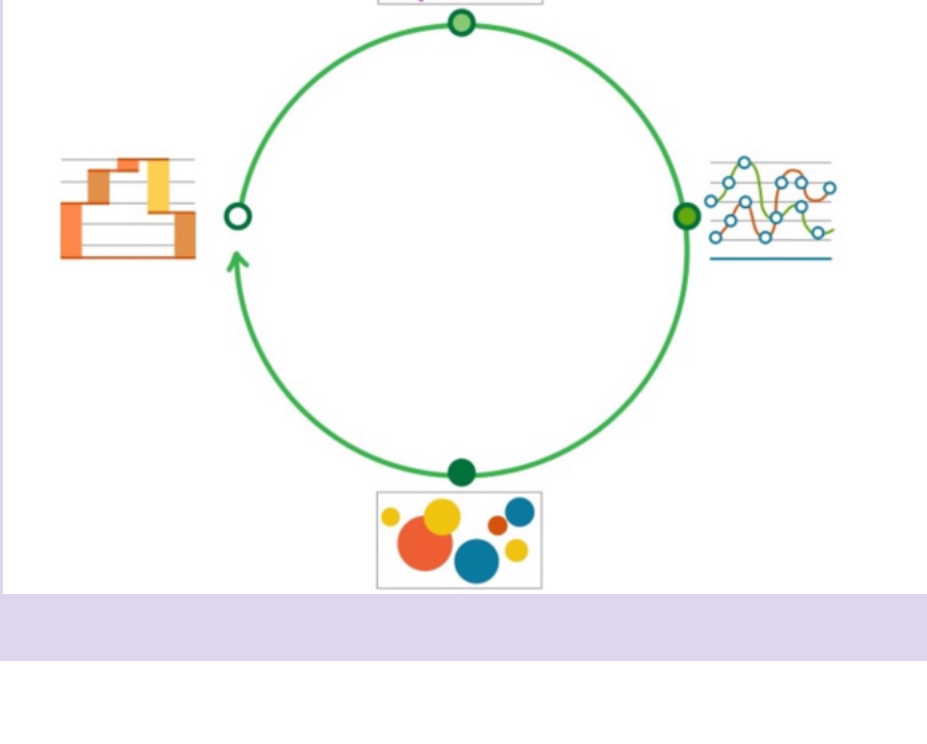
Now for our role in this. These agents will require the expertise of SWP Modelers so the correct parameters are set and the strategic talent management inputs and outputs are properly interpreted. Even if a scenario is possible—or even likely—organizations must still discuss whether addressing it aligns with their business strategy and talent brand.

PARTNER WITH VEMO

You came to the right team. At Vemo, we help organizations stay agile and responsive to market shifts. We'll solve all your problems—even the ones you don't know you have.

Stay tuned for our next newsletter where we'll share deeper insights and practical strategies to keep your organization ahead of change.

[Book a Demo!](#)



ABOUT US

Vemo combines powerful software with expert consulting to help clients tackle the unique challenges of workforce planning, workforce analytics, and resource management. [Continue Reading.](#)



3525 Del Mar Heights Road #663
San Diego, CA 92130

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