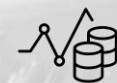


# Enabling data driven workforce strategies

Workforce Insights | Quickscan

*Workforce data maturity assessment™*

2025



# Introduction



## Our objective

Enabling data driven workforce strategies to manage workforce **risk**, access the required **skills and capabilities** and optimize workforce **cost**.

## Our unique selling point

By combining workforce strategy and data science expertise and experience, we are uniquely positioned to provide you with **actionable insights into your total workforce**.



AI Innovation centre, High Tech Campus Eindhoven, The Netherlands



+31 6 4172 6313



info@workforceinsights.ai



<https://workforceinsights.ai/>



**Roeland van Laer**  
*Workforce strategy*  
The Netherlands



**Ralf Zoetekouw**  
*Data science*  
The Netherlands



**Maarten Hansson**  
*Workforce advisory*  
The Netherlands



# Do you know what you don't know about your workforce?

## Employees

Individuals on your payroll who are providing services directly to you under the direction and control of your management.

## Temporary workers

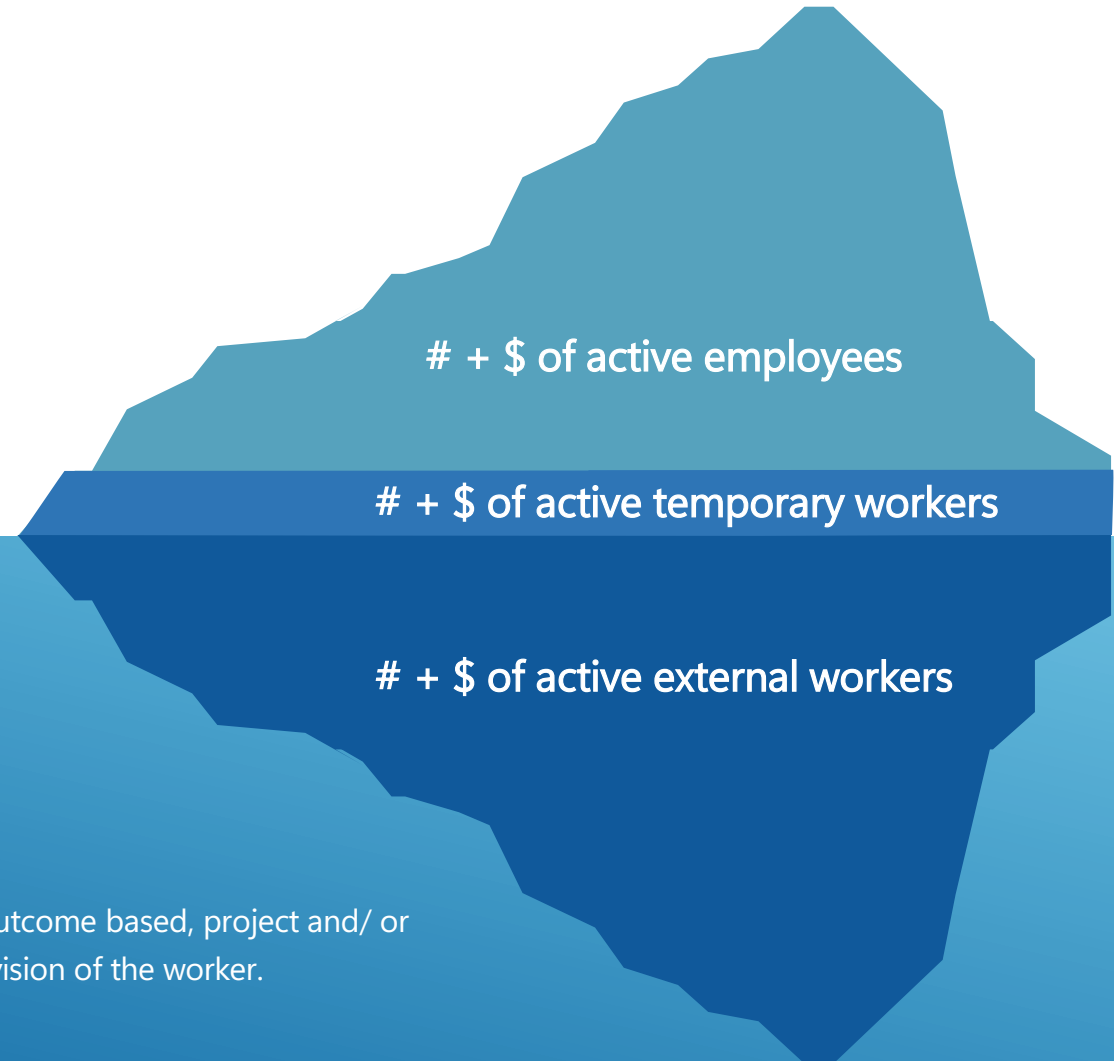
Individuals on third party payroll, selected and engaged on a temporary basis by you. Under your supervision and integration into your organization

## Independent contractors (freelancers)

Self employed individuals, selected and engaged for their specific skills. Under your supervision and integration into your organization only where appropriate and necessary during their limited engagement.

## Outsourced services and (SOW) projects

Processes and recurring activities fully outsourced to strategic partner. Outcome based, project and/ or long term contracted. Supplier is responsible for the selection and supervision of the worker.

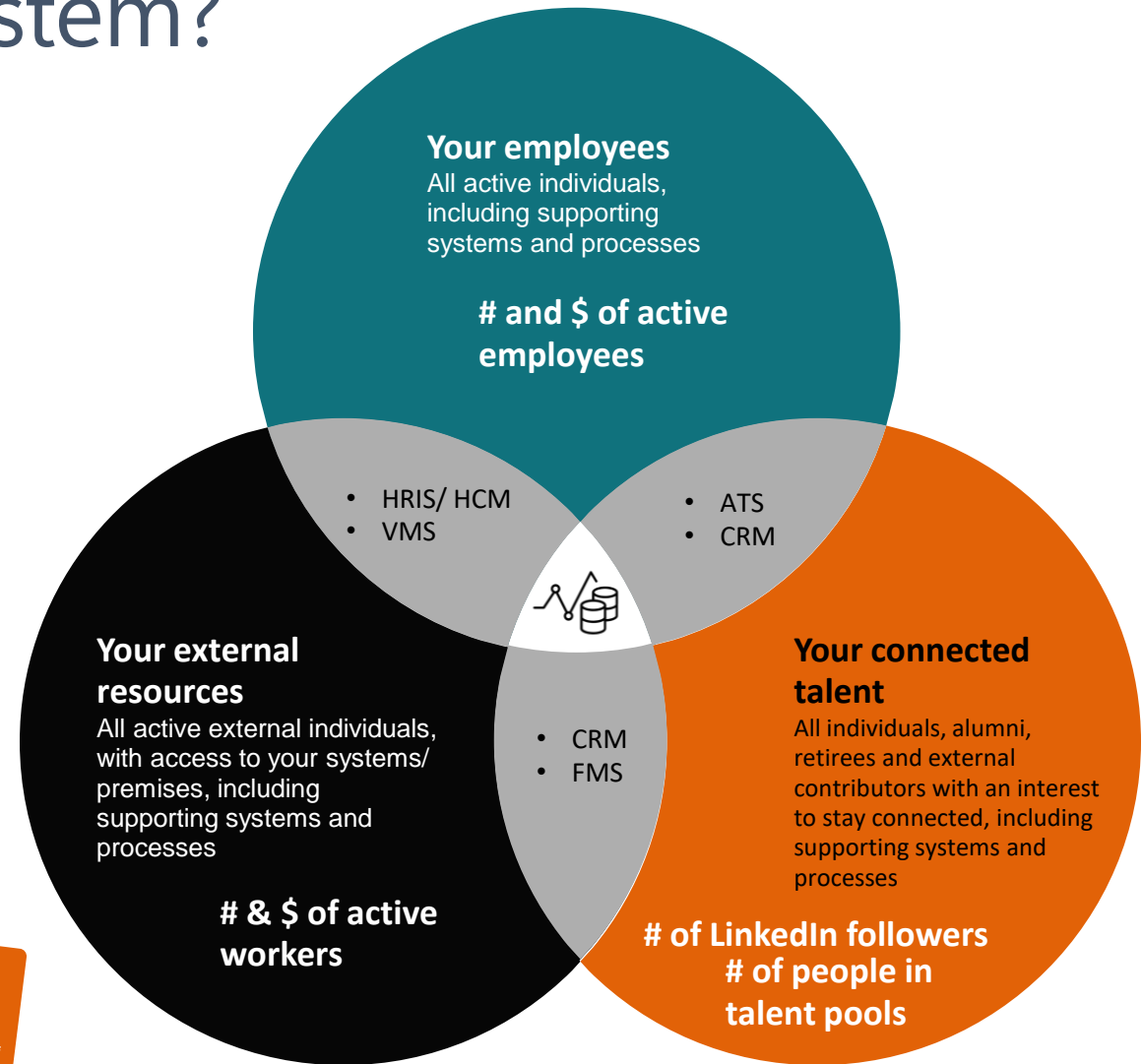


# Know your workforce ecosystem?

Understanding your **total** workforce ecosystem in terms of

- ✓ Policy & Strategy
- ✓ Processes E2E
- ✓ Systems and data
- ✓ Governance

... helps to reduce total workforce **cost & risk**, improve access to required **skills & capabilities** and improve **user experience**



Start with the Quickscan (Workforce data maturity assessment™)

workforce insights.ai

# Deliverables Quickscan

We assess & deliver a comprehensive **report**:



Ranking against 5 assessment criteria



Ranking on Data maturity model



Recommendations (+ impact vs. effort analysis)

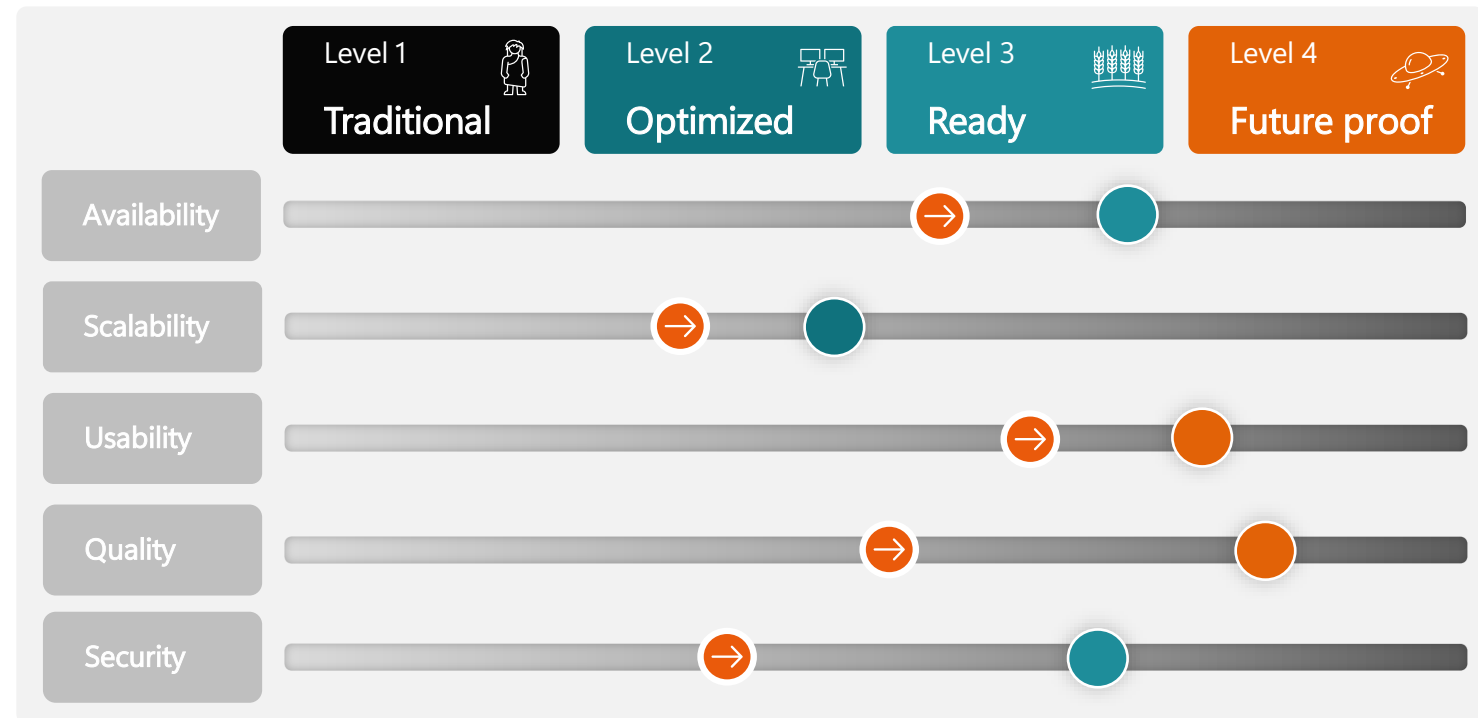
This provides **actionable insights** for improving the organization's (total) workforce data management and **decision-making capabilities**.



# 1. Data assessment criteria ranking

The objective of the Quickscan is to gain insights into the current state of your workforce data. This starts with answering the following questions:

- **Availability:** Is all relevant workforce data available?
- **Scalability:** How scalable is the current workforce data architecture?
- **Usability:** Is the workforce data ready to be used for visualizations/ data analysis?
- **Quality:** What is the quality of the workforce data?
- **Security:** How secure is your workforce data handled?

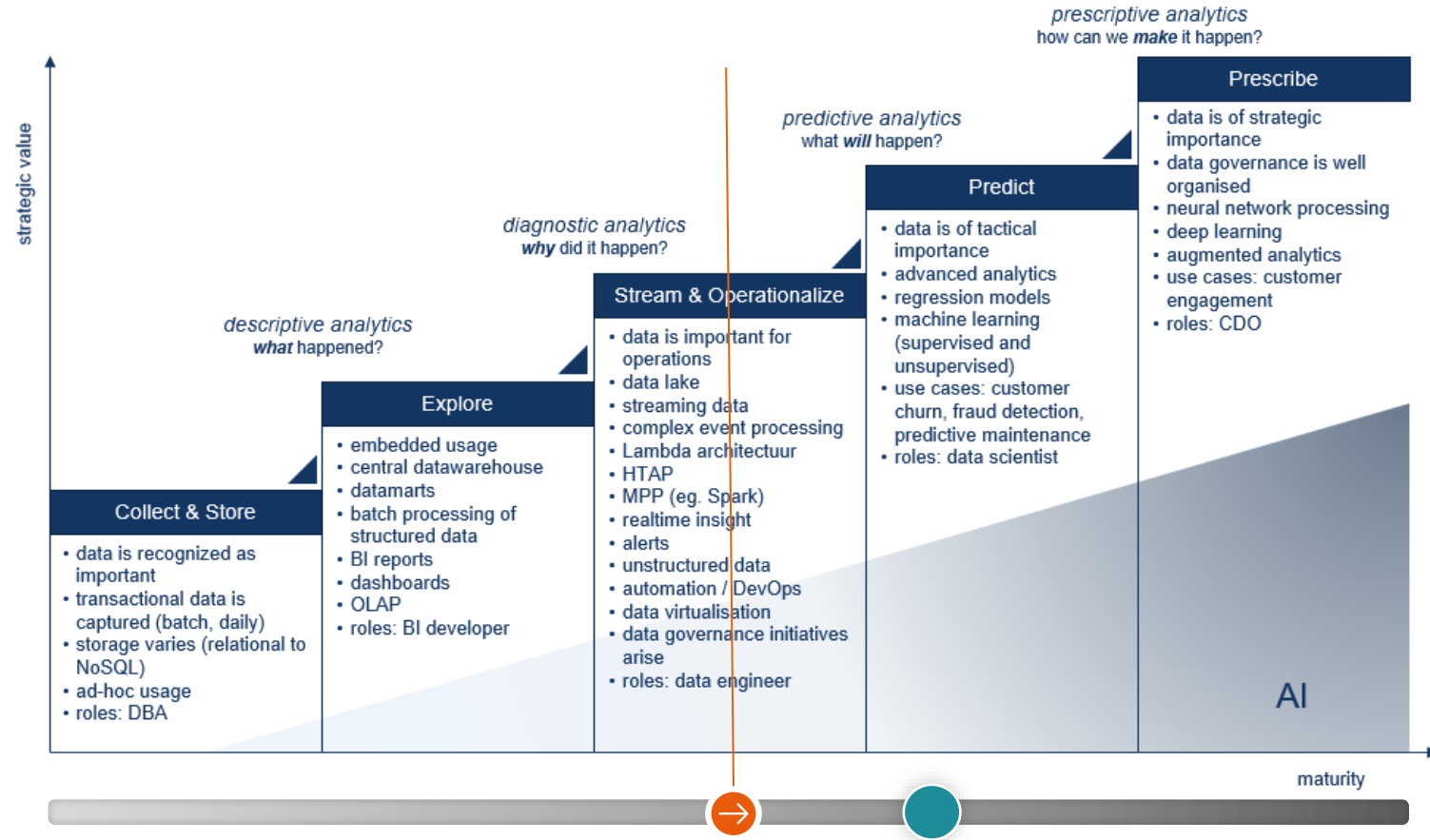


# 2. Data maturity model ranking

The objective is to assess and determine the level of maturity of your organization's data management.

The data maturity model indicates the strategic value you can expect based on the maturity of your organization's data infrastructure.

Based on the data assessment criteria, your company will be ranked on the model.



# 3. Recommendations & impact vs. effort

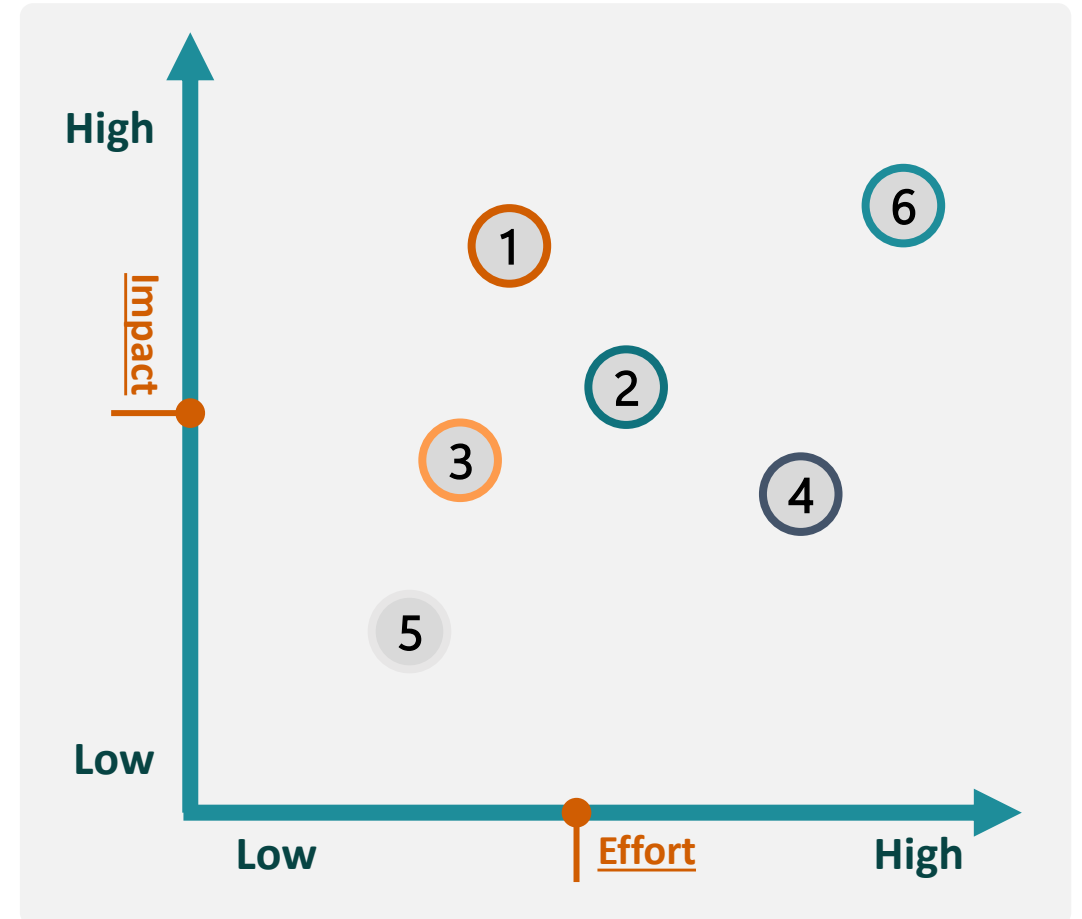
As a result of the Quickscan, Workforce Insights will suggest a set of **recommendations** to improve your workforce data infrastructure.

All recommendations will be plotted on an **impact vs effort matrix**

- Recommendation 1: ...
- Recommendation 2: ...
- Recommendation 3: ...
- Recommendation 4: ...
- Recommendation 5: ...
- Recommendation 6: ...
- Etc.

**Impact:** how much impact will the recommended change make on the organization?

**Effort:** how much effort is required to realize the recommended change?





# Project plan

## Objective:

Obtaining insights in the needs of all relevant stakeholders



### Business Understanding

Understanding the current business processes related to workforce data

- 1 Identifying relevant stakeholders
- 2 Interviews with stakeholders (e.g. IT, HR, procurement, business)
- 3 Deep dive sessions

## Objective:

Obtaining an overview of the current state of the data architecture and visualizations



### Data understanding

Understanding the current data infrastructure and visualizations

- 1 Data collection
- 2 Analyzing the current data architecture
- 3 Analyzing the current data visualizations and dashboards
- 4 Data & architecture assessment

## Objective:

A list of recommended improvements and suggestions



### Recommendations

Reporting on findings and advise on improving workforce data infrastructure

- 1 Ranking assessment criteria
- 2 Ranking data maturity model
- 3 Develop recommendations for improving workforce data infrastructure
- 4 Presenting the recommendations

# Customer requirements

To successfully complete the Quickscan, the client needs to provide the following:

- **Access to data sources and BI environment:** To conduct a thorough analysis
- **Business goals and objectives:** Tailor recommendations to meet the needs
- **Availability key stakeholders and decision-makers:** For alignment of recommendations and communication
- **Technical constraints and requirements:** For developing realistic and feasible recommendations

# Thank you!



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info@workforceinsights.ai



<https://workforceinsights.ai/>



# Out of scope

Regarding the Quickscan, the following points are considered out of scope. Implementation of the points below are possible in a follow-up project:

- **Implementation of the recommended changes:** The Quickscan is focused solely on the analysis of the current data infrastructure and does not include the actual implementation of suggested recommendations
- **Training and support:** We will provide recommendations and suggestions for improvement, but any training or support required to implement these suggestions will be out of scope