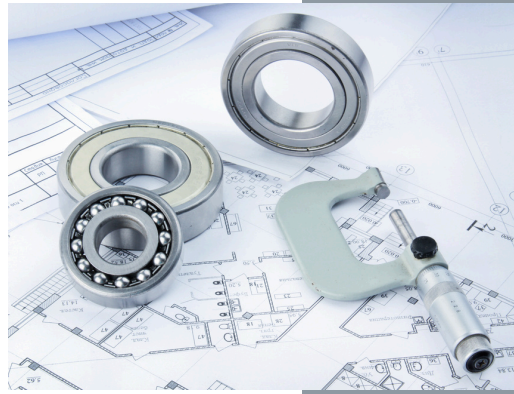


CASE STUDY: WORKFORCE PLANNING FOR ENGINEERING EXCELLENCE



Introduction: A leading engineering firm (pseudonym: Vertex Engineering) with 10,000 employees faced workforce planning challenges, including managing contingent staff, optimizing recruiting costs, understanding turnover costs, and achieving increased growth without significant operational cost increases.

AT A GLANCE

Challenges

- Optimize staffing, reduce turnover costs, and improve data transformation efficiency.
- Enhance internal mobility to minimize reliance on costly external hires.
- Achieve growth with minimal operational cost increases.

Outcomes

- Retention strategies reduced turnover costs, preserving key talent.
- Streamlined contingent staffing boosted project efficiency and agility.
- Optimized recruiting processes cut costs by 20% while maintaining quality.
- Efficient reporting empowered faster, data-driven decisions.

OBJECTIVES

- **Integrate workforce planning** with financial, operational, and talent retention objectives to support growth without escalating costs.
- **Develop strategies to enhance employee engagement and career progression**, reducing turnover and reliance on external hiring.
- **Improve reporting capabilities** to measure ROI and support strategic planning.

APPROACH

Vertex Engineering partnered with LYTIQS to implement an integrated workforce planning solution:

- **Turnover Analysis:** Identified financial impacts of engineering turnover.
- **Career Path Development:** Built models to retain talent and boost internal mobility.
- **Forecasting Tools:** Delivered job-level scenario planning with integrated HR, finance, and operations data.
- **Streamlined Reporting:** Created a single source of truth, enabling faster, self-service data access.

SOLUTION DEPLOYMENT

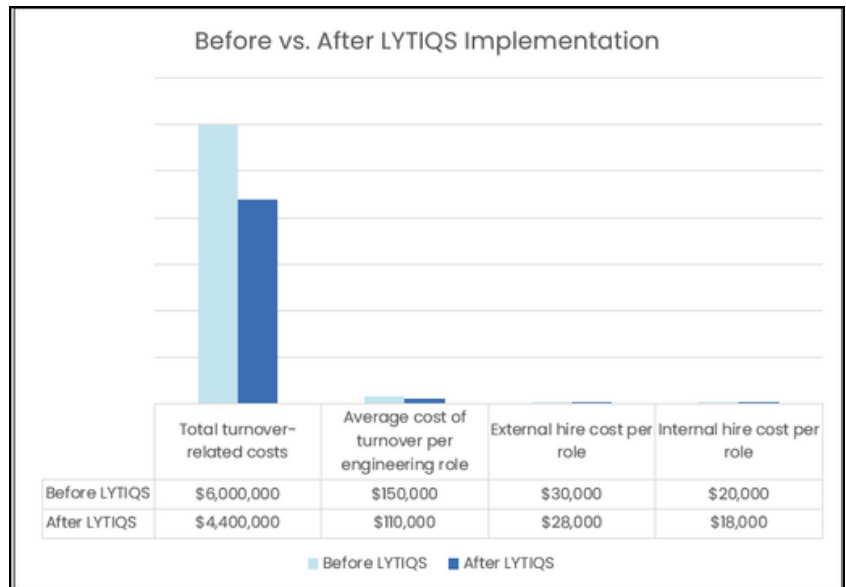
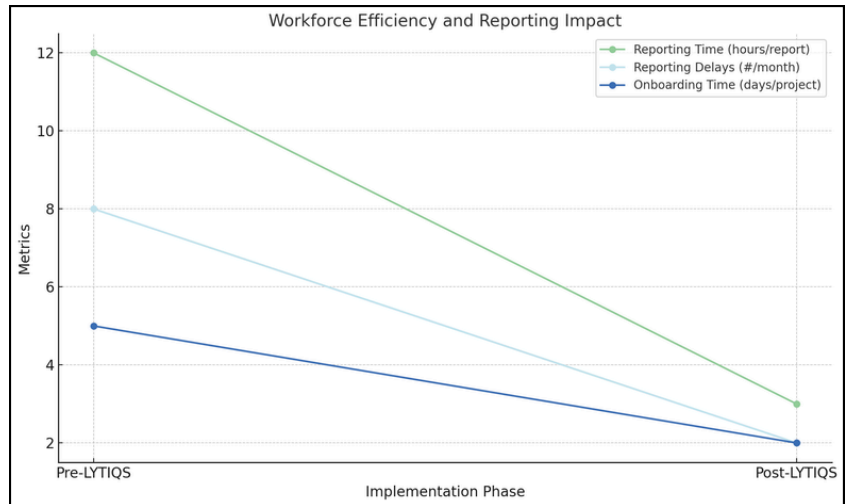
- **Integrated Workforce Data:** Unified project schedules, financial forecasts, HR metrics, and turnover data for a complete view of workforce dynamics.
- **Turnover Cost Insights:** Analyzed true costs of turnover for high-demand engineering roles, highlighting productivity and financial impacts.

SOLUTION DEPLOYMENT (CONT.)

- **Career Path Framework:** Enabled the Vertex to better establish career paths and engagement initiatives to reduce turnover and strengthen the talent pipeline.
- **Granular Scenario Planning:** Delivered job-level forecasts and models, providing insights into key workforce metrics.
- **Streamlined Reporting:** Created a single source of truth and self-service tools, reducing reporting time and enabling faster decision-making.

ANALYSIS & INSIGHTS

- **High Cost of Turnover:** Turnover among engineers was costing an average of 1.5 times their annual salary due to recruiting expenses and lost productivity.
- **Benefits of Internal Mobility:** Enhancing internal career paths reduced the need for external hires, saving up to 35% per role filled internally.
- **Staffing Optimization Opportunities:** Granular forecasting revealed areas to optimize staffing levels and strengthen the talent bench without increasing operational costs.



RESULTS

- **Reducing Turnover Costs:** By implementing targeted retention strategies, Vertex significantly cut costs associated with engineer turnover, ensuring long-term savings.
- **Boosting Internal Mobility:** A 25% increase in internal promotions reduced reliance on costly external hires for mid-to-senior roles.
- **Accelerating Decision-Making:** Streamlined reporting processes enabled faster, data-driven decisions, freeing teams from time-intensive preparation.
- **Empowering Workforce Planning:** Advanced forecasting tools provided actionable insights, allowing Vertex to scale effectively while keeping costs in check.

- **Achieving Sustainable Growth:** Vertex successfully expanded operations to meet growing demand without a proportional increase in operational costs.