People-Analytix

Get your workforce ready for tomorrow!



Industry 4.0
Gig Economy

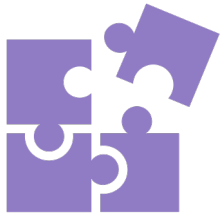
EMERGING PROBLEM

Organizations must adapt faster than ever before.

Large companies lack tools to cope with the increasing need for transformation.

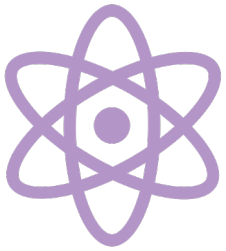
Existing HR systems such as Workday or SAP do not provide transformation solution.

OUR SOLUTION



Re- & Up-Skilling

- Provide automated career advice to employees
- Make employees aware of skill gaps and market trends
- Recommend learning opportunities



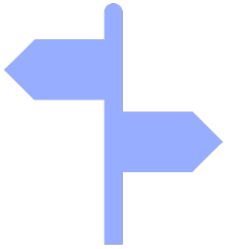
Talent Marketplace

- Skill-based matching with job profiles, vacancies and project
- Supporting inside gig working and reduction of sourcing costs



SWM

- Skills inventory and skill preferences across the group
- SWM supplemented bottom-up
- Skill-Readiness Score / KPI
- Skill and job market data



Outplacement

- Matching individuals with market roles and external vacancies
- Reduction of social plan and outplacement costs

WHAT MAKES US UNIQUE

Data



Daily crawling of job ads in Europe and overseas for the last 10 years

Multilingual ontology

AI



Automated skill detection & validation

Matching algorithm

App



Employee experience & data ownership

Fast Implementation

KEY FEATURES

People-Analytix

1. **Semantic Ontology**
   12'000 unique skills per language with automated curation process
2. **Internal marketplace**
   Roles, JDs, projects
3. **Detail skill profile**
   3 professional levels and 2 preferences from up to 6 different data sources
4. **Skill Share**
   Sharing and finding co-workers to exchange knowledge
5. **Data protection settings**
   Individual data sharing options
6. **External market data**
   Trends, market skills, generic market roles
7. **Outplacement**
   Linking to external market vacancies
8. **Skill readiness KPI**
   Skill readiness KPI score on individuals and teams
9. **Learning suggestions**
   Personal learning suggestions with LMS integration (70/20/10)
10. **Skill validation / Endorsement**
    Validation of self-assessment by co-workers or manager
11. **Employability calculator**
    Checking own employability incl. development report
12. **Skill API**
    Collecting and mapping of skills from any source

LICENSE MODEL

Nr of Employees	Per employee and month (excl. VAT)
1‘000	CHF 4.00
2‘000	CHF 3.00
5‘000	CHF 2.00
10‘000	CHF 1.50
20‘000	CHF 1.00
>20’000	separate offer

The license fee is reduced for a 3-year contract.

- SaaS-Platform
- Complementary to any HRIS system such as Workday, SAP, Oracle
- Integrated via APIs
- Fast implementation
- CI/CD Customizable

RETURN ON INVESTMENT (CHF 180‘000)

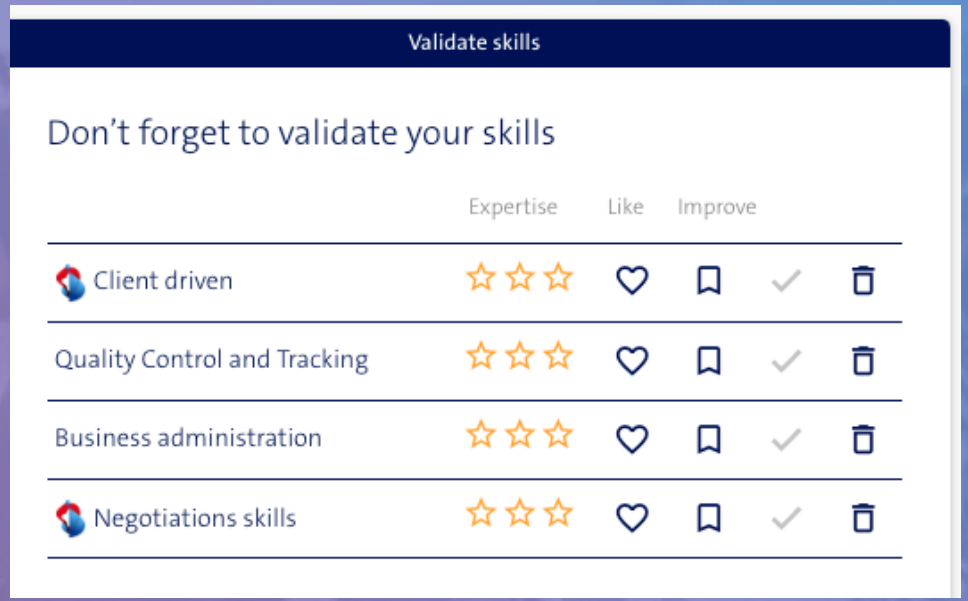
Based on metrics with current clients: 10‘000 employees, 10% fluctuation rate and CHF 1.50 per employee and month

Re- & Up-Skilling	Inner Mobility	Outplacement support	Reduction of Fluctuation
+1‘000 employees using the career app CHF 1‘000 value per career advice	+50 internal hires Savings of CHF 5‘000 for each internal hire (external staffing costs and risks avoided)	+5 successful external placements Savings of CHF 10‘000 per placement (social plan and outplacement costs avoided)	-10% fluctuation rate du to more internal perspectives Cost savings of CHF 50‘000 per leaver (full costs)
CHF 1‘000‘000	CHF 250‘000	CHF 50‘000	CHF 5’000‘000
Value creation	Cost savings		

CUSTOMIZATION OPTIONS

Increase recognition and identification by adjusting the platform to company CI/CD:

- Visualization of company specific skill library
- Company Logo
- Color design
- Font types and sizes
- Button/CTA shapes
- First visit Onboarding steps (process and content)
- Footer content & links



CLIENTS & AWARDS

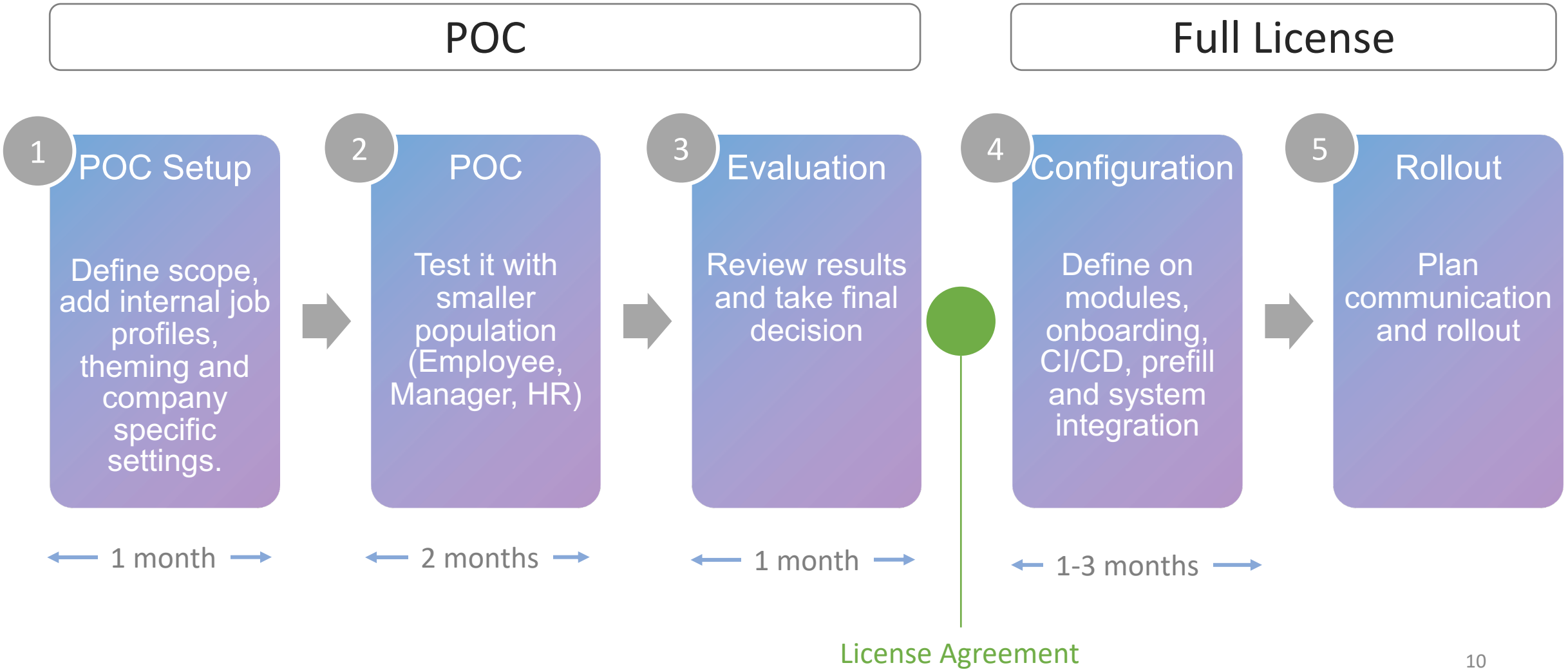
Clients

+7 POC Clients

Awards

IMPLEMENTATION PROCESS

People-Analytix



PLANNED NEXT DEVELOPMENTS

People-Analytix

Changes in priority possible due to client urgent requests

Team Readiness	Advanced Platform Metrics	Notification system	LMS Integration	User based curation
Q1/2020 ✓	Q1/2020 ✓	Q2/2020	Q2/2020	Q3/2020
SkillHUB (API mapping)	Multi Market GUI	Skill Matching 4.0	Responsive Design	Internal Company Trends
Q2/2020	Q3/2020	Q3/2020	Q3/2020	Q3/2020
Validation of skills by others	Skill readiness over time	Automated refinement of capabilities		
Q3/2020	Q4/2020	Q4/2020		

EXPLAIN VIDEO FOR EMPLOYEES

https://youtu.be/NA2XV3KB-z8 (EN)

https://youtu.be/vK7AkSGTe_Q (DE)

https://youtu.be/9gSEXlotTek (FR)



CONTACT US

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Want to see it live?
Ask for a

Demo now!

