



Whitepaper

The State of Workforce Intelligence

What your CEO needs to know



Why **Workforce Intelligence** will be the **central nervous system** of every organization

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A note from our CEO



Workforce Intelligence will not only revolutionize how we as people leaders work, it will also enable us to create more equitable and impactful organizations by ensuring no one is hidden. The new world of work will be designed with inclusive, data-driven decision making with every people leader having a Zero Wasted Potential people strategy that they report to shareholders on and bake into their organizational planning.

Reejig | Siobhan Savage
CEO & Co-Founder

Throughout this whitepaper, we'll look at the effect of Workforce Intelligence on addressing core talent challenges around shortages, retention, and reskilling, and the true impact it can have on driving workforce optimization.



1

Introduction

It's time for talent teams and AI to get on the strategic business agenda

There's no doubt that for many years talent teams have been fighting an uphill battle when it comes to investment in enterprise tech and AI. Despite people (and their potential) being an organization's most expensive and most important asset, investment in AI and technology that centralizes and highlights an entire workforce — from skills, experience, and learning to career pathways — is dismal when compared with other business units like finance, marketing, and sales.

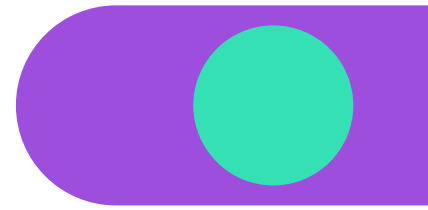
- In fact, 70% of company executives believe people analytics is a top priority for the future, yet HR only accounts for 17% of AI adoption use cases across all industries.

It's taken the impact of a global pandemic to thrust the spotlight on this underinvestment and get the attention of executives and boardrooms across all industries. And now what's needed is crystal clear. For enterprises to optimize their workforces, they need to invest in technology that will give them real-time visibility over their workforce skills so they can take a skills-based approach to finding, retaining, engaging, and reskilling talent. This has always been on the people agenda, but now it's front and center on the strategic business agenda.



2

The current state of HR



What's the true impact on organizations that are dealing with siloed data and outdated workforce planning models?

1 Companies have no visibility over their workforce skills.

Typically businesses rely solely on what candidates and employees are willing to tell them via their people profiles. The problem is, **on average less than 20% of employees ever fill them out**, making it nearly impossible to take a skill-based approach to hiring, retaining, and reskilling talent.

2 Knowledge across talent teams is siloed.

When talent acquisition and talent management teams aren't working collectively on the same set of data and KPIs, unnecessary and costly hires are made — often when skills already exist internally. What can these unnecessary hires cost? **You can be spending up to \$136k USD in redundancy and rehiring costs vs. reskilling for a single skilled worker.**

3 Employees are feeling the impact.

With disconnection and a lack of visibility comes a lack of knowledge of the career paths available to your people. **One-third of employees today lack confidence in their career paths at their current organization**, and are considering quitting because of it.



3

Why the world needs Workforce Intelligence

We're beginning to see just how important Workforce Intelligence is — around **half of recently surveyed CHROs** said they are currently reimagining their operational model, and the technology they'll need to achieve large-scale workforce planning.

When organizations can map their entire workforce — from people and skills to jobs and pathways — from one central nervous system within their organization, they'll be equipped with the knowledge and foresight to:

1 Access your skills inventory & ontology.

Consolidate all of your talent data into one place and apply AI models to produce a live skills ontology. Understand the interrelationships between the skills your people have, and the skills required to prepare your organization for any scenario.

2 Action a skill-based strategy.

Inject a skills-based approach to how you hire, develop, retain and reskill talent based on the needs of your organization today and tomorrow.

3 Drive workforce optimization.

Develop and deploy people where they're needed most. Real-time insights into the DNA of your workforce, from skills and experience to diversity, allows you to supercharge your workforce strategies and ensure you have the right people, with the right skills, at the right time.

4 Create personalized career pathways.

Identify skill gaps early and start personalized learning journeys to reskill or upskill talent. You can engage your employees with their own career pathing journeys matched to their skills and potential in real-time; from next move to succession or job adjacencies.

5 Automate and scale transformation.

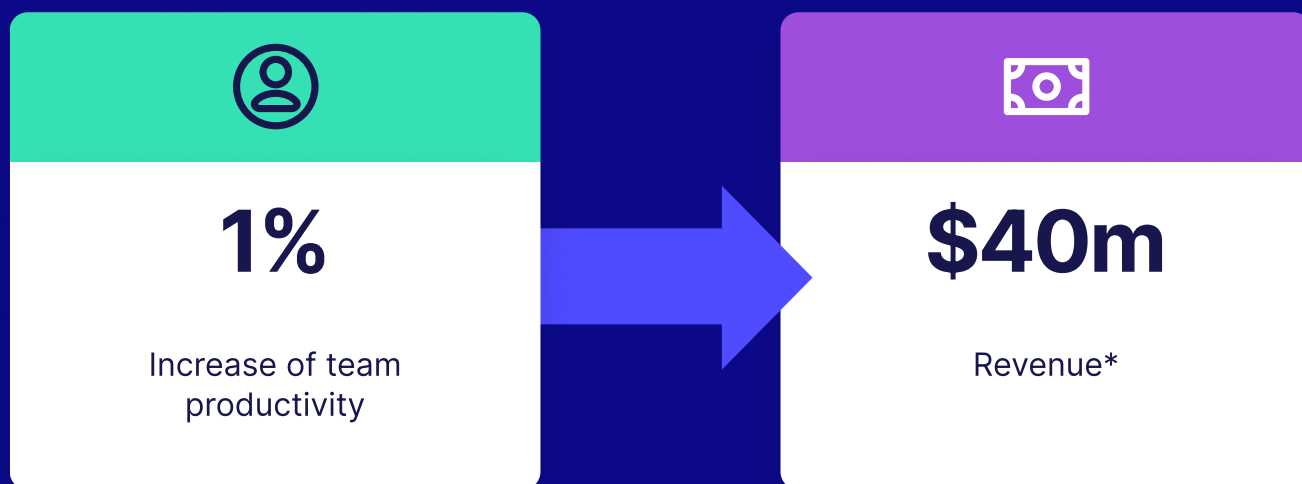
Drive transformation at scale through automated nudges that benefit both the company and the individual. You can communicate widely, or with hyper-targeted messages, in the moments that matter without losing a second of efficiency, or an ounce of personalization to cut through the noise and create change.



The impact of Workforce Intelligence at a glance

Placing your people in the right roles to power your workforce has a considerable pay-off. Increasing current team productiveness by having the right people in the right role at the right time across departments by **just 1% can bring in over \$40 million in extra revenue***.

There's no reason now — with Workforce Intelligence available — for leaders to be hiring and letting go of talent on mass with no clear strategy. Organizations now have an agile, powerful way to spot skills gaps, flag employees who may be restless and thinking of leaving, or strategize long-term workforce scaling to eliminate wasted potential long before it impacts them.



*average for companies with around 10,000 people within their workforce



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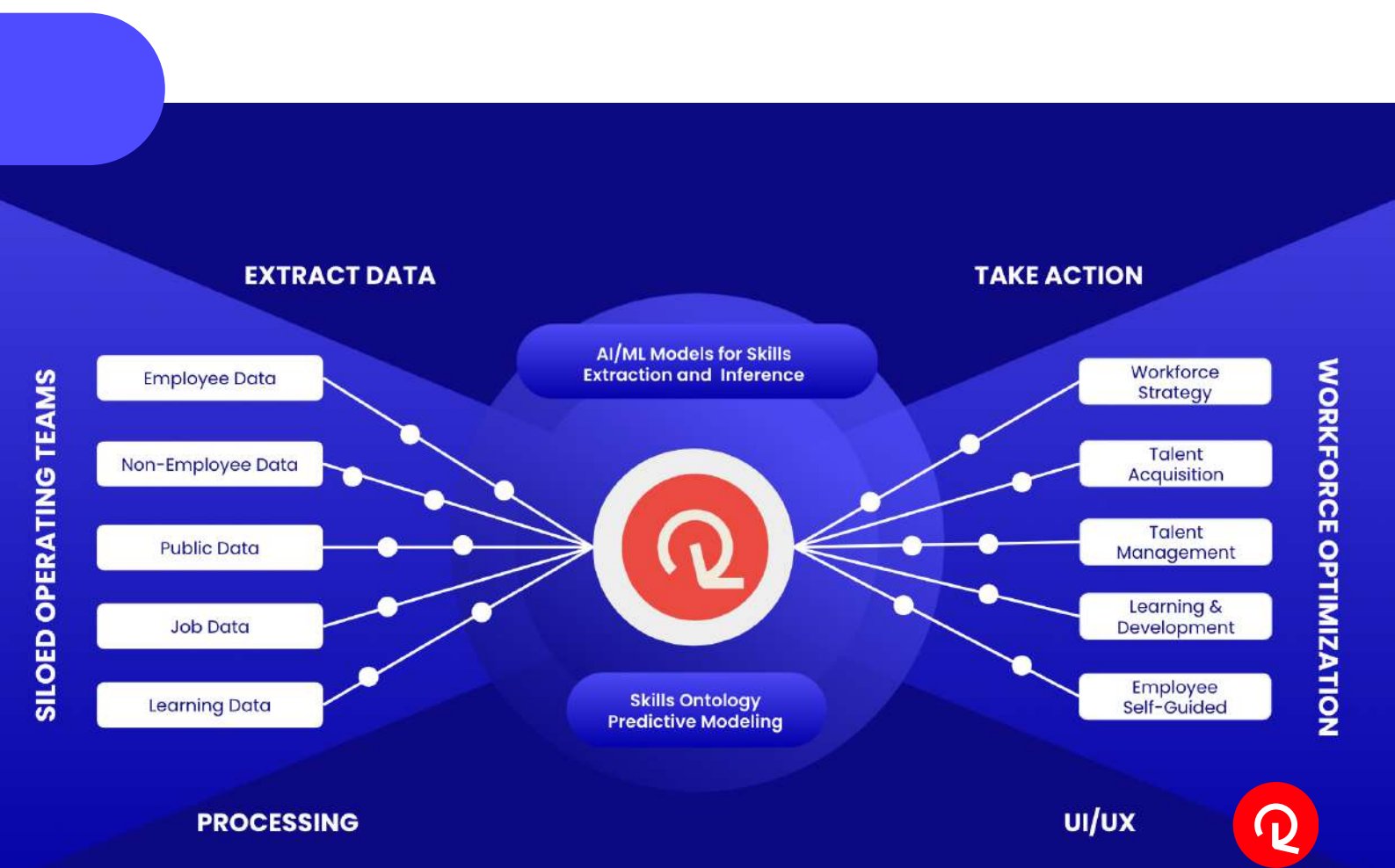
How Workforce Intelligence acts as your central nervous system



A true central nervous system is one that constantly aggregates and updates information to reflect a live view of an organization's ecosystem.

Workforce Intelligence is a powerful insights tool, giving you leading indicators and information on where your workforce is heading, not where it's been and what's already happened. Integrating Workforce Intelligence into your organization doesn't just give you tools to hire, move, reskill or plan.

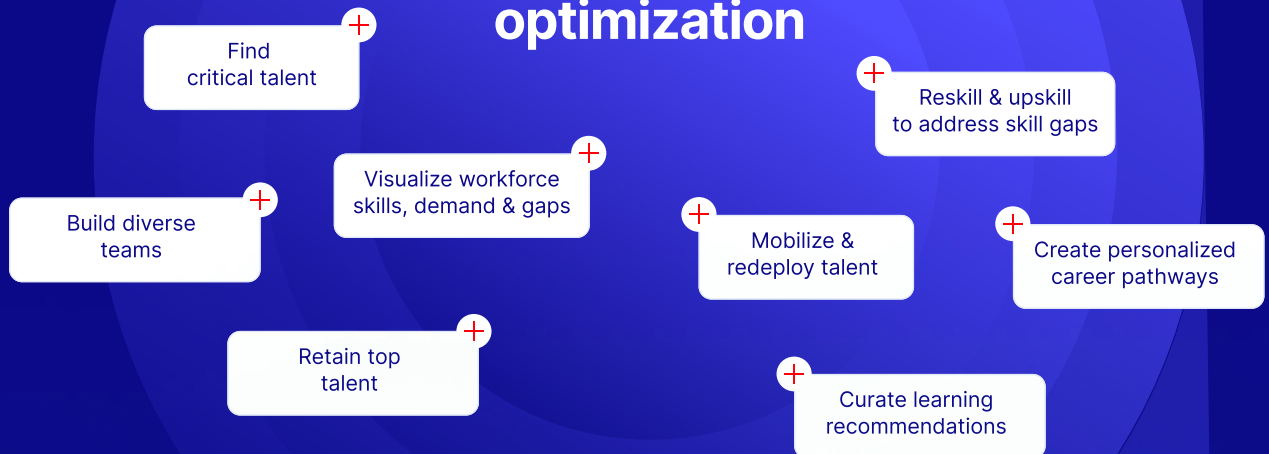
It gives you a **complete 3D view** of employees and candidates, aggregated and presented with powerful capabilities proven to lift HR from a supporting role to a strategic player in any organization.



Zero Wasted Potential



Workforce optimization



This is our moment as people leaders to push our organizations to the next level. To bring agility and optimization into our ways of working, we need talent decisions to be data-driven. The best organizations will use this data to orchestrate and utilize talent in the most meaningful way for both the individual and the business.

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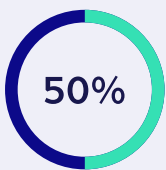
Overcome skills gaps & reskill your workforce

The need for more intelligence into the skills of your internal talent is becoming more crucial by the day. With the World Economic Forum reporting that **50% of the global workforce will require reskilling by 2025**, and **87% of executives are already experiencing skills gaps or expecting to soon**, organizations need visibility into the current skills, skills gaps, and potential career pathways within their workforce to retain the workers they have and optimize how their unique skill sets are used.

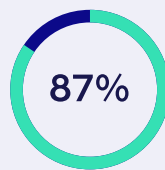
Workforce Intelligence lifts the fog on the skills visibility organizations need to futureproof their workforce. That visibility allows leaders to take a skills-based approach to preparing their workforce for long-term change.

Seeing where your skills gaps are, who's primed for change, and who can be reskilled and redeployed saves recruitment costs, loss of productivity, and ensures you're always placing the right people, in the right roles, at the right time.

Clear skill pathways for the future are essential to HR leaders now



50% of the global workforce will need to be reskilled by 2025



87% of executives are already experiencing skills gaps or expect to face them within a few years



Bake inclusive intelligence into every talent decision

One of the biggest opportunities Workforce Intelligence presents talent teams is a complete ecosystem of talent, internal and external, to match to opportunities you have now and in the future. But this is where the ethics of how you use this data becomes your biggest responsibility.

There are over 180 different cognitive biases people, and data, are susceptible to if not properly audited. And if Workforce Intelligence works as the brain of your organization, inbuilt bias within the brain can quickly cause problems for the entire business.

Workforce Intelligence needs **independently audited Ethical AI** in order to present HR departments with the singular view of skills, workers, talent, and planning needed to grow and optimize organizations. Ethical AI ensures teams can use the power of AI and data diligently — inherently baking diversity, equity, and inclusion into organizations from the beginning with a purely skills-based approach talent matches faster, and fairer, than HR has ever had access to before.



12.9hrs

Faster to source fair and equitable talent ¹



7.4x

Faster to allocate talent with a skills-based approach ²

¹ [Reejig State of Skills Survey, 2022](#)

² [McKinsey Global Survey, 2022](#)



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Leading your organization to a future of Zero Wasted Potential

The research shows us that your leaders, your talent departments, and your people are in need of more data-driven decisions and agility in hiring. The future of these decisions is, of course, intelligence. Technology acceleration will continue for all organizational departments, but giving talent and people departments the ability to build and access Workforce Intelligence has a knock-on effect that will change your organization for the better.

With the ability to make data-driven, skills-based decisions, leaders can strategically plan to scale successfully, diversely, and most importantly, ethically. The central nervous system created by Workforce Intelligence gives a complete, unbiased picture of your workforce, giving teams and organizations the tools to understand and plan for market shifts and move people around based solely on their skills and potential.

When you have the capability to place the right people, with the right skills, in the right roles, you can actively plan for a fair, optimized future for your workforce.

We call it **Zero Wasted Potential**.

We believe in a world where people are enabled to access personally meaningful work, no matter their background or circumstance. A world where no one's potential is left unseen. Where every business can reach new heights financially and culturally as we unlock skills and potential in our people, and where society can reap the benefits of diverse thought leadership and fair and equitable opportunity in the working world. It's what we call **Zero Wasted Potential** in people, business, and society.





About ReeJig

ReeJig is a leading workforce intelligence platform that enables large-scale organizations to find, retain, and upskill talent at scale. Powered by the world's first independently audited Ethical AI. ReeJig acts as your central nervous system for all talent decisions, helping you create a world with Zero Wasted Potential.

Find out what your organization can achieve with Workforce Intelligence

Get in touch →



www.reejig.com