



Labor is one of the largest costs for most companies. For a typical Fortune 500 company, payroll is \$1 to \$2 billion per year, which averages between 50% to 60% of company spending.<sup>1</sup> Where are your workforce costs hiding? LaborWise can help.

LaborWise is a workforce-focused analytics solution that **identifies, quantifies, and unlocks hidden sources of labor overspend**, empowering organizations to optimize their workforce, drive sustainable savings, and improve productivity.

## LaborWise...

- Enables workforce optimization by providing **data analysis in three core areas: time & attendance, productivity, and scheduling**.
- **Builds** a profile of key initiatives driving your labor costs and **generates** a system of reporting to remediate identified issues for sustainable savings.
- Provides **performance, comparison, and context insights** based on how pay and practice inter-relate.
- Find savings opportunities using **threshold-driven and benchmarking-driven analysis**.
- Allows for **ongoing management** and **monitoring** of labor costs without headcount reduction within the organization.
- Identifies **savings** that can help fund strategic initiatives within your organization.



Cost savings per hourly employee  
**\$200–\$800**

Based on Deloitte analysis, the average employer experiences payroll overspend resulting in excess labor cost equivalent to 0.5% to 2.0% of hourly payroll every year. If resolved, **the average savings could be \$200 to \$800 per hourly employee annually.**

<sup>1</sup> Based on Deloitte analysis.

The LaborWise solution unlocks hidden sources of labor overspend

## Identify savings

### Take action

LaborWise allows you to **visualize the root causes of labor-related challenges**, and provides a roadmap for change to remedy those challenges.

## Quantify savings

### See exactly how you're doing

LaborWise is designed to **identify, quantify, fix and monitor labor cost and utilization through root-cause analysis.**

## Sustain savings

### Manage and sustain ongoing savings

With subscription and managed services, recurring uploads of data are analyzed to **manage and sustain ongoing savings.**

Optimize your workforce, drive sustainable savings, and improve productivity.



### How Deloitte can help

Labor must be analyzed and understood within the context of the whole business. That's where Deloitte excels—our Workforce Strategy & Insights practice brings a full-spectrum understanding of business and labor issues to every engagement, filtered through an industry and sector-specific approach. We know how businesses work, how labor contributes to their success—and how to drive change on this issue from the finance organization. With LaborWise, we combine our leadership in technology with business analytics to create sustainable value.

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