

People Analytics as a Service

Empower your business with extended insights and capabilities



72% of companies see people analytics as high priority in their organizations*

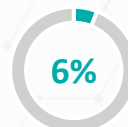


Of firms say always or most of the time they understand the **key data elements to capture and provide insights***



Yet, only...

of firms feel they are **effective at integrating** different types of data*



believe they **have a good understanding** of which talent dimensions drive performance*

*Source: Deloitte's 2020 and 2021 Human Capital Trends Report

The market demand for open positions in the People Analytics space is 10 times the supply; demand continues to not only rapidly climb, but also far exceed the lagging talent supply**

**Source: Deloitte Human Capital Data Lake

People Analytics as a Service supports your organization throughout your People Analytics journey. Offering a broad scope of subject matter advisory across People Analytics talent and assets that address your industry and HR function-specific needs. As an extension of your team, we partner to fast track your organization along the People Analytics maturity curve—providing the right talent and skillset you need, when you need it.

Our Services

Analytics Application Management Services (AMS)



Operate people data-related systems by providing managed services for analytics, Business Intelligence/visualization applications, and data processing platforms.

Dashboard and Report Configuration and Development



Gather requirements for, and build, analytics dashboards and insights.

Insight Development, Curation, and Communication



Perform analysis to identify impactful insights and communicate/translate insights that empower clients to make ongoing data-driven decisions.

Workforce Listening



Deliver actionable insights using advanced listening methods integrated with HR data to holistically understand and improve the workforce experience.

Data Wrangling



Transform data from various systems into formats that can be leveraged for people analytics.

Visual Design



Enhance analytics user experience through visual design and story telling to enable more effective decision making.

Advanced Analytics



Leverage deep data science proficiency to perform advanced analytics, such as: Natural Language Processing Predictive Modeling Artificial Intelligence and Machine Learning Automation

Human Capital Data Lake



Gain insights into the external talent market landscape through curated data sets that cover Labor Supply and Demand, Skills, and Compensation.

The Deloitte Difference

We work collaboratively with you to define your needs and use cases for each engagement. Then, we deploy the skilled team you need, as and when you need it.

Collaborative Discovery



Deloitte will partner with you to understand the needs and goals of your business. Together, we will define a plan and support model that delivers quick wins and long-term advancement towards your People Analytics vision.

Augmented Capability



Deloitte will serve as an extension of your team providing the resources and skills you need while helping you to cultivate skills internally as the market and your needs evolve.

Continuous Optimization



You will benefit from access to Deloitte's specialists who will provide an outside-in perspective helping you to identify opportunities to advance your services and solutions and bring the right insights back to your leadership team.

Tools and Accelerators



You will gain access to Deloitte's professionals who leverage an extensive suite of proprietary knowledge and technology that enhances the quality and speed of solutions delivery.

Get In Touch



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