

Where are your Organization's Trends Taking You?

Find out with a No Change Future State™ from Aruspex, leaders in Strategic Workforce Planning



Where is Your Company Headed?

Every organization is heading towards a future influenced by current trends and practices, such as the aging workforce, skill shortages and increasing demands for work/life balance. Many organizations sense the significant future workforce challenges these trends will present, but they don't have the framework or tools to effectively analyze the potential impact of these trends on the organization.

Aruspex, a leading strategic workforce planning software and consulting firm, can help you gain insight about your workforce future with a personalized **No Change Future State™** created with your own data and trends. By providing us with a simple data extract from your HRIS, we can give you detailed reports highlighting where you are heading and what trends you need to watch (like the picture at right). The reports will even show you different retirement scenarios, so you can examine the impact of likely baby boomer retirements.

The No Change Future State™ is the demographic profile of how your workforce will look if your turnover trends continue. Aruspex uses their CAPTURE™ software to generate this profile by applying your internal trends to your current workforce, identifying key issues, and checking against labor force projections for any demographic red flags.

Where You Are Heading

Workforce Demographics

Measure	Current State	No Change Future State
Median Age	46	47
Median Retirement Age	45	NA
Median Length of Service	17.4	7.2
% Female	16.6%	12.0%
% Management	16.6%	17.3%
Resignation Rate	3.7%	NA
Retirement Rate	1.1%	NA
Mean Working Hours	37.04	37.15
Avg Org Level	6.1	6.0
Total Turnover	5.3%	NA
# of Employees at Current Retirement Rate	435	450
# of FTEs at Current Retirement Rate	429.6	445.8
% Eligible to Retire	6.7%	8.0%
% FTE Eligible to Retire	6.7%	8.0%
# of FTE – Retire at Eligibility	NA	410
# of Employees – Retirement Eligibility	NA	414
Remaining Current Staff	NA	365
% High Potential	36.4%	36.7%
% High Retention Risk	44.8%	46.0%

[SHOW COMPARISON](#)

Things to watch

- The median length of service in this group will decrease by 59%
- The percentage of females in this group will decrease by 28%

Our No Change Future State™ reports are available at two levels:

	NCFS Standard	NCFS Premium
No Change Future State™ projections for up to 10 key workforce groups using your HRIS data	●	●
A special Aruspex whitepaper on how to analyze your HR trends (only available to our customers)	●	●
Environment scan of the key workforce issues happening in your industry	●	●
Two hour consultation with Aruspex principals, explaining the findings and helping you learn how to use the reports and analysis to engage your executive	●	●
Individual trend analysis on each group, in the context of the environment in which the group operates.		●
Additional two hours of consulting with Aruspex principals*.		●

** Our Premium No Change Future State reports include optional site visits for consulting if you prefer a more personal touch (client responsible for travel expenses).*

The No Change Future State™ is a part of Aruspex’s leading Strategic Workforce Planning software, CAPTure™. Strategic Workforce Planning allows you to swiftly and intelligently position your organization for changing conditions by ensuring that the proper workforce is in place to execute business strategy. Strategic Workforce Planning allows you to design and target your future workforce, and design the programs and practices that will get the workforce you need in place.

Contact Aruspex today to discuss your strategic workforce planning needs!

Aruspex

No Change

Future State™

Reports:

Deliver the right

workforce for

tomorrow’s goals.