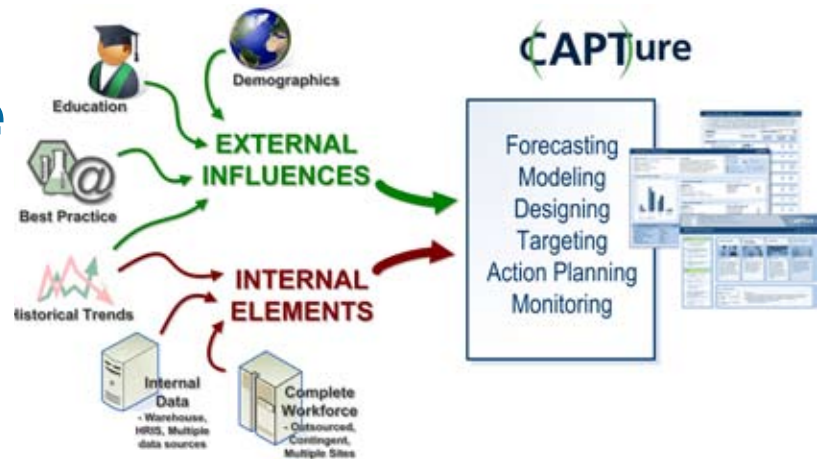


Strategic Workforce Planning Software

Product Brief: Aruspex CAPTURE™



CAPTURE™ is the world's only strategic workforce planning tool. In a changing, shrinking talent market CAPTURE™ enables employers to identify, design and attain the right workforce for their strategy by providing visibility to talent challenges and decision support tools. CAPTURE™ highlights talent challenges in and outside the firm, facilitates analysis and scenario planning, and delivers comprehensive, measurable workforce plans.

Talent: An Economic Imperative

Traditionally, employers have had an ample pool of workers who have responded to the conditions the employer offered. Employers are entering a period of unprecedented challenge when it comes to attracting and retaining the right talent – such as the aging workforce, skills shortages, generational change, contingent workers and technology advancements. Strategic workforce planning is the key to addressing these challenges.

How CAPTURE™ solves the Challenge

Aruspex CAPTURE™ strategic workforce planning tool uses your internal data, plus demographic, educational and other trends, to identify what talent challenges you face in the future – more importantly, CAPTURE™ guides you to meet those challenges.

CAPTURE™ uses information from a wide range of sources – human resources information systems, data warehouses, the Bureau of Labor Statistics, universities, best practices - and of course your own organizational expertise – from executive strategy and HR specialist insight to line manager understanding. CAPTURE™ integrates and clarifies this information, enabling comprehensive scenario and action plans, and enabling you to understand and monitor the complex forces affecting your future workforce.

- ✓ Deliver the right workforce for tomorrow's goals
- ✓ Understand the impact of your human resource decisions
- ✓ Ensure you spend the people budget right

Financial and Planning Benefits

Getting the right workforce in place to meet your strategic goals has obvious financial benefits, but the information used and treated in CAPTURE™ also has these benefits:

- Target your HR spend, ensuring that your people budget is spent in the right way, at the right time.
- Distribute critical decision support information in an understandable, relevant form
- Maximize the value of the data you collect in ERP and warehouse solutions by using them as the basis for insight into your workforce and for scenario and action planning for your future

An Achievable Outcome

Effective workforce planning requires effective modeling techniques, and analysis of a lot of data. Automating this heavy lifting in CAPTURE™ makes the process accessible to your managers, delivering you significant return for the most efficient resource use.

When you open CAPTURE™, you immediately see a concise picture of your current workforce, and at the click of a button how you are trending for the future. CAPTURE™ then leads decision makers to create the scenario and action plans you need. Over time, CAPTURE™ monitors your progress to goals (against real data), and alerts you when changes are needed.

Strategic workforce planning gives you a rich picture of your workforce now and in the future – much richer than any HRMS, metrics or manual process can provide. The picture enables you to align your workforce to your future needs by capabilities, availability and productivity. Your executive gets insight to the critical aspects of your workforce, understands the gaps, and monitors progress to your strategic goals.

A good workforce plan transforms data about people into strategic insight about future workforce capability, and gives confidence that the workforce is aligned to operations and strategy. CAPTURE™ helps you build your workforce plan.

Reaping the Benefits at Your Organization

Strategic Workforce Planning is a vital and valuable process for employers to undertake, and automating it increases the power and accessibility. For more information on how CAPTURE™ can help you understand and attain the right workforce for your future success, download our white paper at www.aruspex.com, or contact us.

Key Features

CAPTURE™ enables you to:

- Instantly see the future profile of your workforce
- Build and compare different scenarios and models
- See and assess the flow-through results of change
- Perform “what if?” analysis
- Develop comprehensive, company wide action plans
- Identify and leverage synergies across the business
- Monitor progress and respond to changes in circumstances

CAPTURE™ is a new kind of HR Tool, a breakthrough tool that introduces true strategic planning to the HR function.

