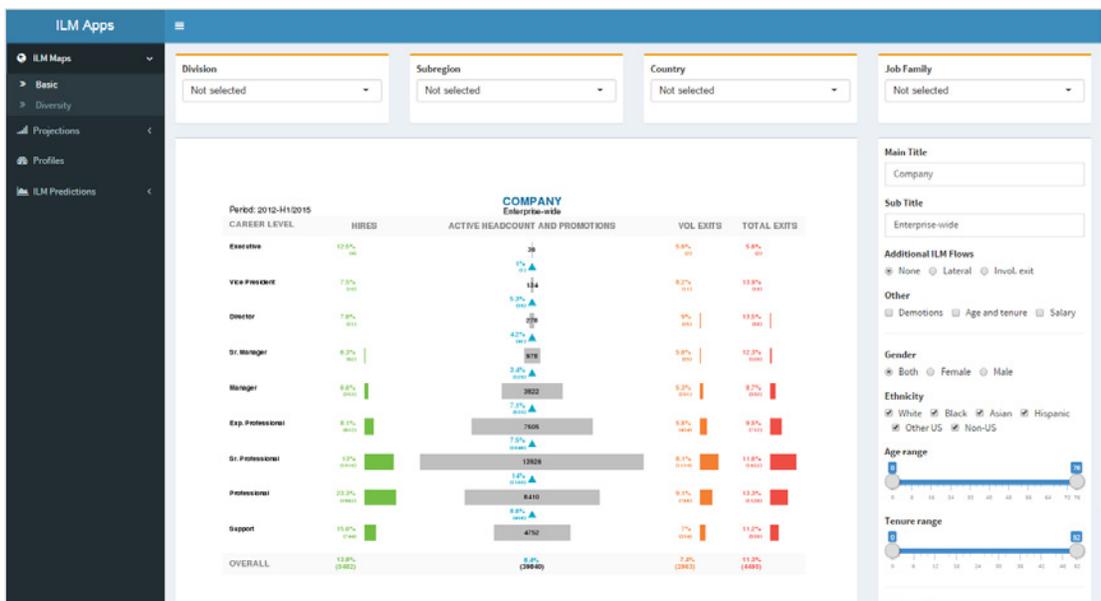


ILM[®] APPS: REAL WORKFORCE ANALYTICS CAPABILITY, FAST

We're trying to stand up a new workforce analytics team. How do I move forward?

Build on a proven platform: Internal Labor Market (ILM[®]) Analysis

ILM APPS IMPLEMENTATION OF A STANDARD MERCER VISUALIZATION, THE ILM MAP



Mercer's proprietary Internal Labor Market (ILM[®]) Analysis provides a fact-based platform for making critical decisions about human capital investments. ILM Analysis consists of descriptive and predictive analyses.

DESCRIPTIVE AND PREDICTIVE ANALYSIS

	DESCRIPTIVE	PREDICTIVE
	Dashboards for Monitoring	Advanced Analytics
OUTPUT	<ul style="list-style-type: none"> • Counts, rates, and tabulations. 	<ul style="list-style-type: none"> • Inferences about cause and effect.
INFORMATION	<p>WHAT is happening:</p> <ul style="list-style-type: none"> • What is our turnover rate? • How many promotions did we make? • How much mobility – where, who? 	<p>WHY and WHERE it's happening:</p> <ul style="list-style-type: none"> • Why do people quit? • What experiences drive employee engagement? • Do lateral movers advance?
USES	<ul style="list-style-type: none"> • Reporting (internal and external). • Tracking progress toward goals. • Monitoring trends. 	<ul style="list-style-type: none"> • Strategy making. • Forecasting. • Problem solving.

Descriptive analyses include ILM maps, which document talent flows – hires, promotions, and terminations – across career levels, and associated headcount projections. Predictive analyses include statistical models that identify the practices, policies, and employee characteristics, behaviors, and experiences that shape those flows (for example, the drivers of employee performance, advancement, and retention) and impact rewards. Together, these analyses point to specific areas of opportunity and the most effective actions that can be taken to drive desired change.

The ILM platform is implemented by expert analyses. Mercer’s team of experienced labor economists, I/O psychologists, and data scientists build out the infrastructure, working with you to construct the data for analysis, validate that data, and specify the core set of analyses from which the enterprise-wide strategy can be set.

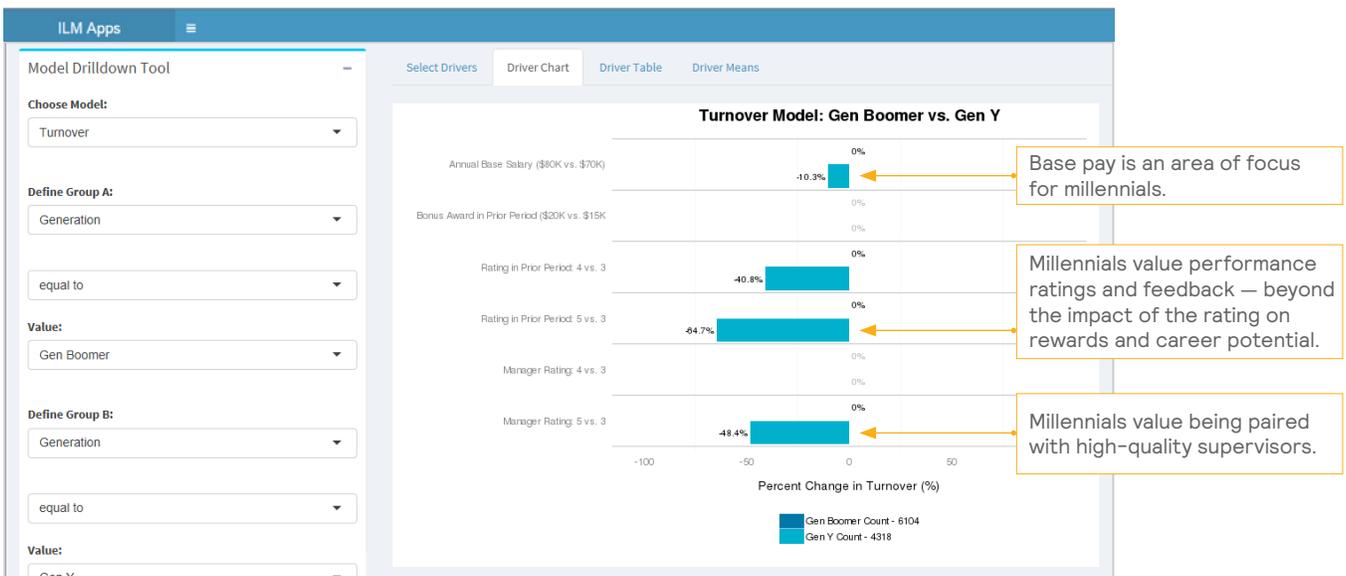
ILM Apps are then built upon that platform. ILM Apps allow our clients to partner with us in the analysis process – providing users with the ability to take our analyses and investigate how critical results vary across different groups within their organizations. ILM Apps are maintained in the secure Mercer cloud and can be updated on a periodic basis (typically, annually or quarterly) to provide our clients with ongoing analytic capability. ILM Apps “fields” and “cut variables” are configurable, and the Apps themselves are modular – the specific modules delivered correspond to our clients’ interests.

A distinguishing feature of ILM Apps is their link to Mercer’s expert consulting resources. For complex, analytic issues, you can tap our deep bench of experts to help you quickly respond to the demands of your critical stakeholders.

WORKFORCE PROJECTIONS AND SCENARIO PLANNING IN THE ILM APPS ENVIRONMENT



DRILLDOWN ON PREDICTIVE MODELS IN THE ILM APPS ENVIRONMENT



ILM Apps are not for dashboarding and ad-hoc data queries. Rather, they are structured tools built to deliver powerful predictive insights.

For more information on ILM Apps, visit us at www.mercer.com.



For further information, please contact your local
Mercer office or visit our website at:
www.mercer.com