OneModel free your data | Labor Market Intel

The Ask ...

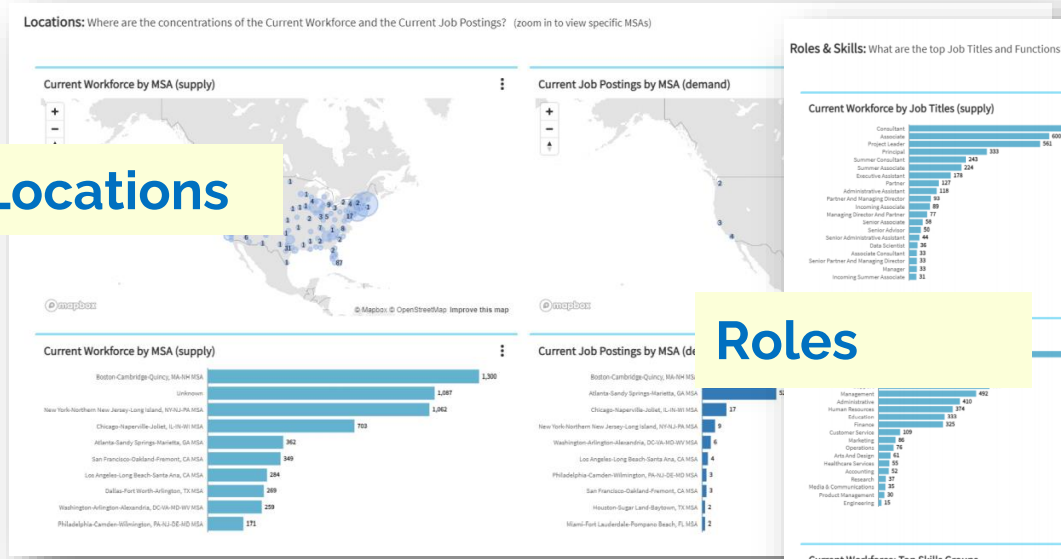
A **recruiting agency** was putting together a bid for a large management **consulting firm** to support their **talent needs** in **digital transformation**.

They had heard about **One Model** and our new **Labor Market Intel** product.

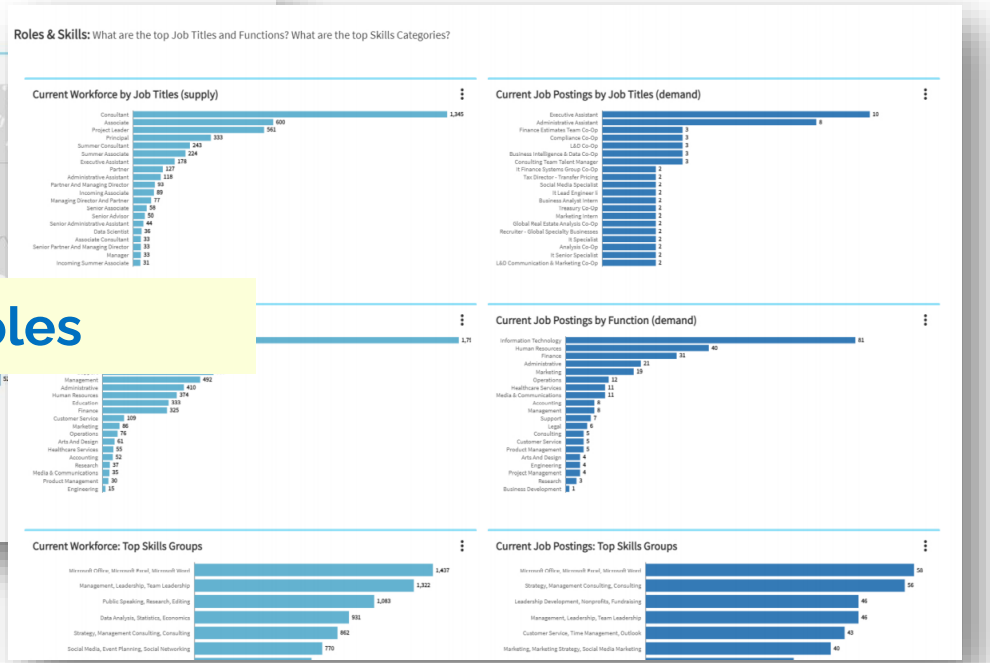
Here's the rest of **the story**.

The Approach …

We looked at **Consulting Firm A** across several metrics … reviewing their **current workforce** and **job postings** by location and role.



Locations



Roles

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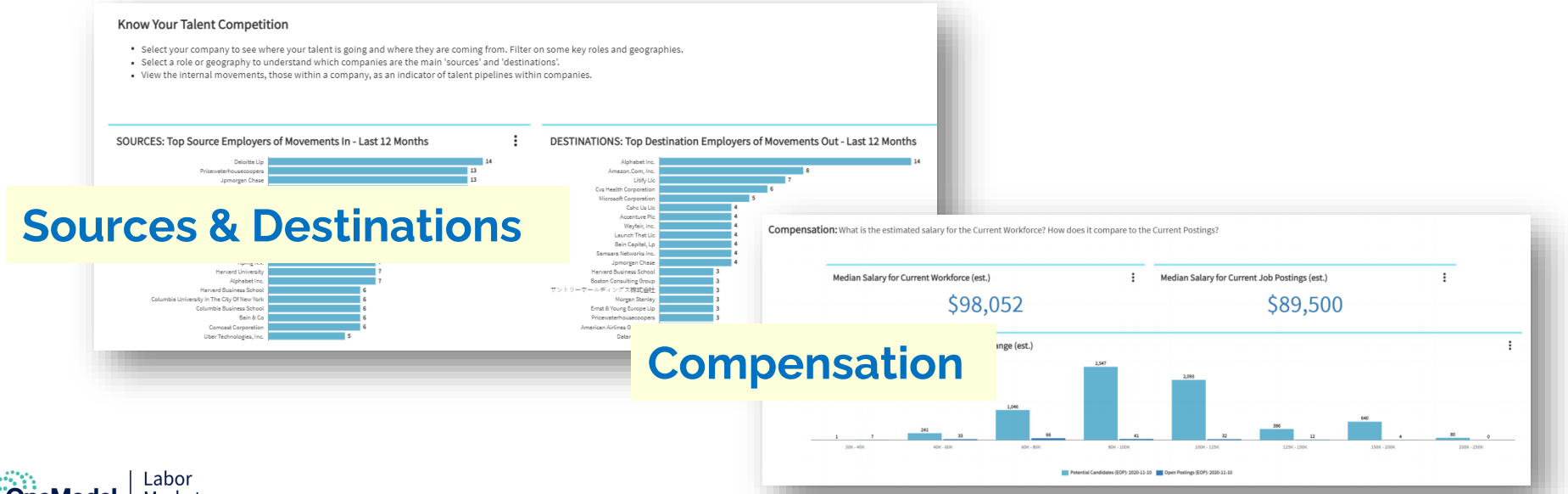
Then their **Sources & Destinations** for talent and the **Estimated Compensation** for their **current workforce** and **job postings** were reviewed.



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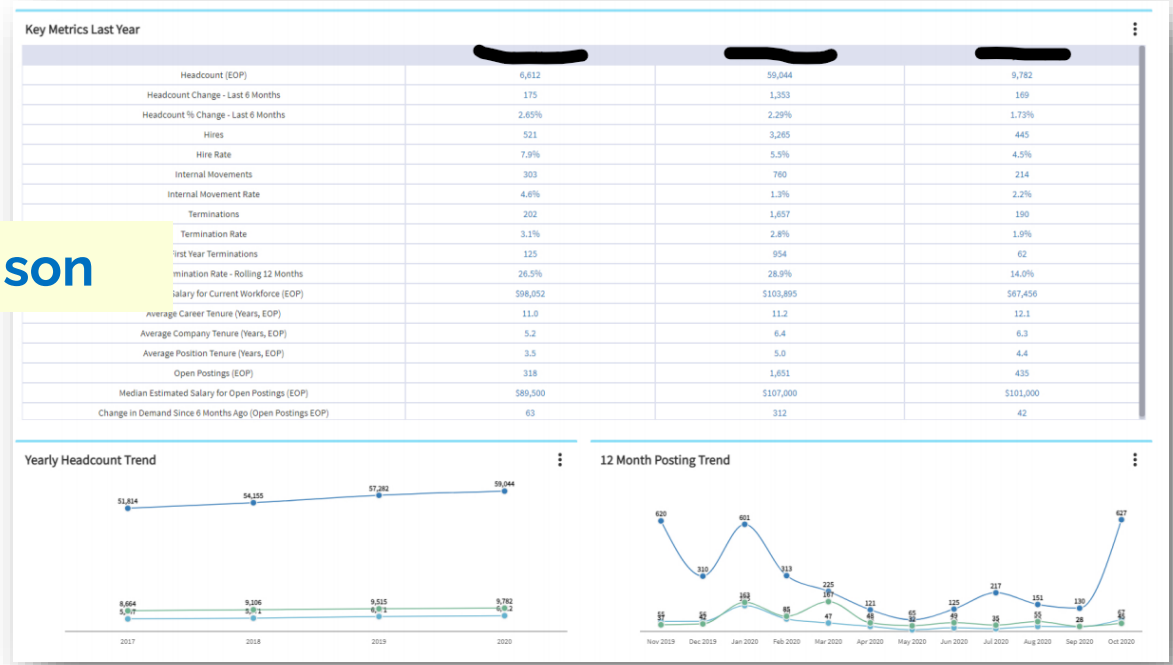
Next, we looked at the same info for competitors **Firm B** and **Firm C**, including a review of a **company comparison** table and charts.

Company Comparison



Key Metrics Last Year

	[redacted]	[redacted]	[redacted]
Headcount (EOP)	6,612	59,044	9,782
Headcount Change - Last 6 Months	175	1,353	169
Headcount % Change - Last 6 Months	2.65%	2.29%	1.73%
Hires	521	3,265	445
Hire Rate	7.9%	5.5%	4.5%
Internal Movements	303	760	214
Internal Movement Rate	4.6%	1.3%	2.2%
Terminations	202	1,657	190
Termination Rate	3.1%	2.8%	1.9%
irst Year Terminations	125	954	62
mination Rate - Rolling 12 Months	26.5%	28.9%	14.0%
alary for Current Workforce (EOP)	$98,052	$103,895	$67,456
Average Career Tenure (Years, EOP)	11.0	11.2	12.1
Average Company Tenure (Years, EOP)	5.2	6.4	6.3
Average Position Tenure (Years, EOP)	3.5	5.0	4.4
Open Postings (EOP)	318	1,651	435
Median Estimated Salary for Open Postings (EOP)	$89,500	$107,000	$101,000
Change in Demand Since 6 Months Ago (Open Postings EOP)	63	312	42

Yearly Headcount Trend

12 Month Posting Trend

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The Quick Insights …

Our **comparison of Firms A, B, and C** finds these relevant elements:

1. Firm B has been **hiring more digital roles** AND right in your main locations (eg, software and app developers).
   Your employer brand needs help.

2. All firms slowed hiring during the pandemic, but **Firm C is now accelerating** in anticipation of the recovery.
   You may be losing ground.

3. Your firm's **attrition rate is 30% higher than your peers**, and many of them are leaving for roles at Firms B & C who are paying more.
   You need to work on retention.

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The Result …

The agency delivered their proposal and included several of the data elements shown here. Their prospective customer was impressed by the way they brought data and insights to the discussion. It was exactly what they wanted for their digital transformation project.

THEY WON THE DEAL!

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What Labor Market Intel provides

- **Both talent supply and demand data** – based on professional profiles and job postings
- **Aggregated as well as granular data** – individual profiles & role histories, skills, compensation estimates, trends, and movements
- **Pre-built storyboards plus the ability to create and share your own content** – enabling users to create custom views to meet their needs
- **Critical metrics, not just data** – created from years of People Analytics experience

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