SWARM
ENGINEERING

Workforce Planning

Efficient workforce planning is essential for maintaining both operational effectiveness and team morale. Labor is the primary asset of most organizations, and frequently one of the highest costs. Whether your team are temporary field workers picking fruit, trained medical staff in a facility, or pilots and cabin crew deployed globally, you need powerful management tools to manage people, costs, and scenarios, not inconsistent, legacy applications and spreadsheets.

SWARM Engineering offers a solution that combines human expertise with AI-driven insights, transforming workforce planning into a systematic and repeatable process.

YOUR CHALLENGES

Demand Forecasting

Predicting the workforce required to meet operational goals is challenging, particularly with fluctuating demand and evolving business needs.

Workforce Allocation

Efficiently allocating workforce resources, including labor, skills, shifts, and equipment, to ensure optimal productivity.

Compliance and Regulations

Navigating complex labor laws, regulations, and compliance requirements while planning your workforce.

Rapid Changes

Quickly adjusting workforce plans in response to unexpected changes such as demand shifts, employee turnover or illness, or external disruptions.

Improving Performance

Identifying top and bottom performers in a large workforce and matching them to the right tasks can be difficult.

Analytics and Reporting

Tracking KPIs and linking them to costs, performance, and workplace demands is challenging.

Cost Control

Managing labor costs while ensuring you have the right workforce in place to meet business needs.

OUR AI SOLUTIONS

AI-Driven Workforce Demand Forecasting

SWARM uses machine learning algorithms to analyze historical data, market trends, and other variables to accurately predict your workforce needs.

Optimal Workforce Allocation

SWARM's AI platform identifies the most efficient ways to allocate labor, balancing skills, shifts, and workload.

Compliance Management

The platform helps ensure that workforce planning adheres to relevant labor laws and regulations.

Adaptive Workforce Planning

SWARM's AI adapts workforce plans in real-time to respond to changes in demand, employee availability, and external factors, to handle disruption automatically.

Productivity Management

Our AI platform matches employees to tasks using KPIs and suggests ways to improve performance and training.

Meaningful Analytics

SWARM delivers reports that integrate workforce data with key business metrics like demand, cost, and performance.

Labor Cost Optimization

By optimizing workforce allocation and scheduling, SWARM helps manage and control labor costs effectively.