



Labor Productivity & Variable Workforce Planning for Health Care Providers

POWERED BY ANAPLAN

Seamless integration of labor productivity, planning, and budgeting to achieve labor related cost-efficiency and optimized provider workforce planning

Business Challenge

Today's ever evolving health care landscape requires significant coordination across organizational functions, processes, and platforms. Disconnected processes and technology, complex staffing models, and constantly changing patient demand can impact the ability to maximize variable workforce planning effectiveness, reduce labor costs, meet compliance standards, and optimize planning.

Top challenges organizations face include:



Patient Volatility & Unpredictability: Fluctuating patient volumes and variability in acuity lead to rapidly shifting patient care needs, requiring different skill mixes



Regulatory Compliance: Mandated nurse-to-patient ratios or other regulatory or credentialing requirements limit flexibility



Cost Management Pressures: Labor often represents the majority cost driver for providers, while increased agency or overtime can inflate costs



Ineffective WFP Tools & Processes: Lack of integration between HR, clinical, and financial systems, on outdated technology, impedes holistic planning



Skills Gap & Clinical Talent Shortages: Persistent shortages in key clinical roles or specialized skills increases reliance on overtime and agency staffing



Employee Engagement & Burnout: Long shifts, ineffective staffing, and high patient loads contribute to clinician burnout and turnover

Opportunity

Companies that seamlessly integrate cross-functional teams, data, processes, and technology to drive truly connected variable workforce planning, across patient demand forecasting, unit of service benchmarking, and labor compensation planning, can achieve:

1 OPTIMIZED STAFFING

Effective resource planning through patient demand forecasting against nursing quality of care benchmarks

2 INFORMED DECISION MAKING

Better visibility to reduce cost and improved labor planning enables strategic staffing decisions and alignment on skill gaps

3 GREATER COST CONTROL

Enhanced management of labor costs resulting in increased cost savings and improved efficiency

Solution Overview

Deloitte's Labor Productivity and Variable Workforce Planning Solution utilizes forecasted units of service, target quality of care benchmarks, and compensation assumptions for more cost-efficient and predictive labor planning.

Built with the capabilities of the Anaplan financial planning platform, the single-source solution optimizes best-in-class tools to provide one variable labor solution for planning, budgeting, orchestration, and analytics all in perfect synchronization for variable staffing most effectively.



Anaplan for Workforce Planning

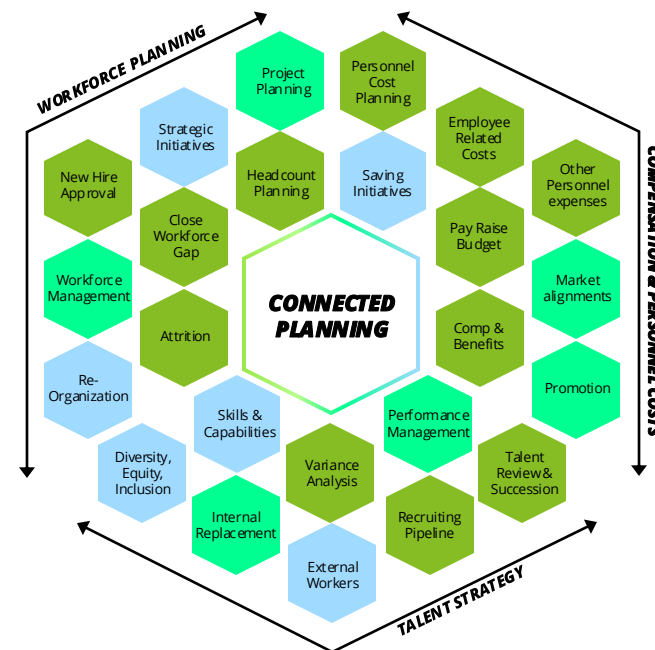
- Labor Productivity
- Capacity Planning
- Contact Center Planning
- Headcount & Compensation Planning
- Location-based Staffing
- Operational Workforce Planning
- Position Planning
- Strategic Workforce Planning

Connected Planning for Better Accuracy and Efficiency

Deloitte's Labor Productivity and Variable Workforce Planning Solution helps organizations develop and deliver workforce planning across a broad set of use cases. This capability allows organizations to rapidly envision a future state and identify the areas of greatest opportunity for data, analytics, and technology.

Coupled with process transformation, organizational readiness, and change management, Deloitte helps organizations to fully utilize the technology implemented and ensure the appropriate level of business adoption.

Furthermore, Deloitte's experience in setting up Anaplan Centers of Excellence can help organizations to plan for the appropriate resource allocation and support to create a sustainable process.



Deloitte's Approach

Deloitte's leadership in labor productivity and variable workforce planning for health care providers — combined with our strategic long-term relationship with Anaplan — means we are committed to working with your company to drive business growth and workforce planning impact.

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Solution features/benefits:

Cloud-based technical experience

Leverages leading cloud-based platforms to provide an efficient solution, enhanced user experience, and seamless integration with other workforce planning technology and enterprise systems, empowering the creation and execution of data-driven planning.

Leading workforce planning practices

Applicable across health care providers but tailorable to your organization, connecting your planning, budgeting, and labor productivity benchmarks and corporate objectives.

Strategic workforce planning

Determine the workforce implications of strategic initiatives. Model different transformation, savings, and re-organization scenarios. Scenario planning for longer-term external and internal market and industry disruptors.

Enhanced decision-making power

Improves visibility into labor data and results; enables real-time adjustments and reduces likelihood of missed opportunities. Plan the skills and capabilities needed to succeed, as well as how to ensure sufficient availability.

Rapid deployment and ready access

Quick implementation breaks down operational silos with an integrated platform to increase agility and speed to market for workforce planning and execution.

Anaplan Solution

Anaplan's cloud-based platform can be customized to modernize your workforce planning by building foundational capabilities across planning, budgeting, and enabling a global workforce planning platform. As Anaplan's #1 partner, Deloitte's breadth of industry experience and unique transformational capabilities can get you there.

Start the conversation

Ed Majors
Global Anaplan
Alliance Leader
Principal
emajors@deloitte.com

Abhinav Astavans
Health Care Finance
Transformation Leader
Principal
aastavans@deloitte.com

Chris Gebbens
Health Care Finance Transformation
& Anaplan Alliance Leader
Senior Manager
cgebbens@deloitte.com

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