

Enhancing an HR data platform with a *data analytics solution.*

A multi-site care provider · People analytics · Data engineering & platforms

01 THE SITUATION

Business Problem

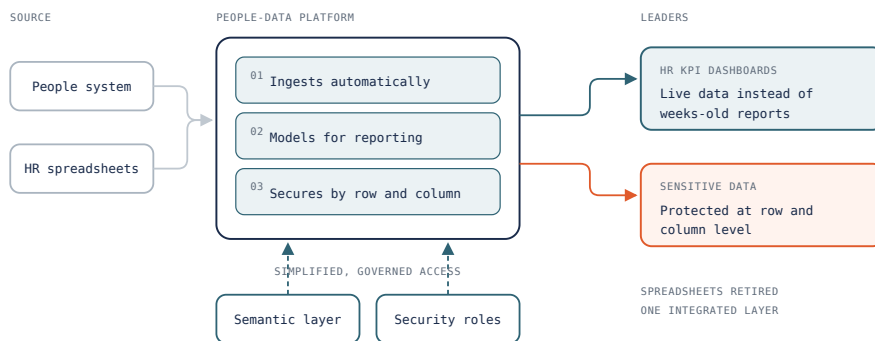
The care provider struggled with inadequate systems for talent data management and analysis. Their infrastructure lacked capacity for sophisticated analytical work, and their workforce information—primarily housed in its core people system—needed better integration and accessibility.

02 THE CHALLENGE

The organization required a data platform that could efficiently ingest, model, analyze, and secure data from the core people system while also providing intuitive and actionable insights through advanced dashboards.

03 THE SOLUTION

Data Products designed and implemented a people-data platform over the core people system: automated ingestion into a centralized repository, advanced modeling, security controls, a semantic layer, and interactive dashboards for the HR KPIs that matter.



CLIENT BACKGROUND

A multi-site care provider and prominent non-profit organization. They are dedicated to providing support services for individuals with mental health conditions. The organization aimed to utilize data analytics to strengthen workforce management capabilities.

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IMPACT

30%

Increase in efficiency in talent data analysis, with more timely decision-making.

45%

Reduction in reporting errors.

70%

Of staff reporting improved ease of use and accessibility.

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THE IMPLEMENTATION FEATURED FIVE KEY COMPONENTS

01

Automated data ingestion

Automated data ingestion from the core people system into a centralized repository.

02

Advanced data modeling

Advanced data modeling to optimize reporting and analysis capabilities.

03

Row- and column-level security

Row and column-level security controls for sensitive data protection.

04

Semantic layer

BI semantic layer for simplified data access.

05

Interactive dashboards

Interactive dashboards displaying priority HR KPIs.

WHERE IT LEADS

THE PRACTICE

Data engineering & platforms

Where this engagement was delivered, and where the work continues at scale.

dataproduts.io/practices/data-engineering-platforms/

START HERE

Data Platform Accelerator

The fixed-scope, fixed-fee engagement that starts work like this — scoped with you before you commit.

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