



Checklist: Evaluating Workforce Intelligence Solutions





The Ultimate Workforce Intelligence Evaluation Checklist



How to select the right Workforce Intelligence platform for your organization

If you're reading this checklist, you've decided your organization is ready for Workforce Intelligence, congratulations!

We've developed this checklist of critical questions to ask vendors to make it as easy as possible for you to compare and evaluate options, and get up and running on the right platform for your organization as quickly as possible.

We've organized the list by the outcomes you can expect a Workforce Intelligence solution to deliver. Need a refresher? Read our [Buyers Guide to Workforce Intelligence](#) to get the full picture of the powerful benefits these platforms can deliver to your organization.

Let's get started!



1 Does the solution provide you with a complete skills ontology aligned to your job architecture?

- ☐ Does your solution integrate with our existing HR tech stack offering a two-way data feed?
- ☐ Does your solution ingest all of our employee data, non-employee data, public data, and job data to automatically build us a complete skills ontology?
- ☐ Does your solution keep our skills ontology up to date with live feeds to internal systems and publicly available data?
- ☐ Does your solution map in our organization's unique job architecture and not just rely on industry job models?

2 Does the solution deliver instant business value that doesn't rely on employee adoption?

- ☐ Does your solution automatically create skills profiles and keep them up to date, or do I need to rely on my employees to update their own profiles?
- ☐ Does your solution provide us with the known skills, likely skills, and technology skills for all talent?
- ☐ Does your solution deliver instant business value with a 12-week ramp time?
- ☐ Does your solution require employee input to deliver business value?



3 Does the solution enable you to take a skills-based approach to workforce optimization?

- ☐ Does your solution create a central nervous system for all talent decisions?
- ☐ Does your solution offer a single searchable view of internal, alumni, external, contingent talent, and legacy candidates?

Workforce Strategy:

- ☐ Can we see skills and mobility data across the organization in real-time?
- ☐ Does your solution support our organization to find the work that maximizes the potential of our workforce?
- ☐ Can your solution help us manage the way critical skills are distributed across our organization?
- ☐ Can your solution drive the strategic redeployment of at-risk talent?
- ☐ Can your solution recommend reskilling opportunities for our existing workforce to fill critical skills gaps?
- ☐ Can your platform identify diversity representation across our organization?

Talent Management:

- ☐ Can your solution predict when an employee is a retention risk using engagement data and predictive intelligence?
- ☐ Can your solution automatically match employees to internal opportunities that make sense for them?
- ☐ Can your solution match our employees to opportunities based on their availability as well as their skills?
- ☐ Does your solution support requisitions based on contracts and projects or just full-time roles?
- ☐ Can you deliver personalized nudges to ensure my employees are aware of opportunities that exist for them? How effective are your engagement rates?



Learning & Development:

- ☐ Can we get visibility into our skill gaps at an organizational, team and individual level?
- ☐ Does your solution integrate with our LMS?
- ☐ Does your solution allow us to build the right learning programs to address our skill gaps and development objectives?
- ☐ Can we nudge talent to learning opportunities at the perfect moment to drive maximum adoption?

Talent Acquisition:

- ☐ Does your solution automatically find new talent from public data sources with the skills we need?
- ☐ Can your solution predict when internal and external talent are ready for change using engagement data and predictive intelligence?
- ☐ Can your solution rediscover talent profiles of legacy candidates from our ATS and update them with live data?
- ☐ Does your solution shortlist candidates (both internal and external) automatically?
- ☐ Can your platform proactively boost diversity in shortlists?
- ☐ Can your solution deliver hyper-personalized nudges to engage candidates?
- ☐ Does your solution offer competitive intelligence so we can shape our Talent Acquisition strategy?
- ☐ Does your solution provide AI signals on profiles to enable us to surface talent from under-represented groups and create more inclusive shortlists?
- ☐ Can your solution track our diversity representation across shortlists?
- ☐ Does your solution use independently audited Ethical AI to remove unconscious bias from our recruiting processes?



4 Does the solution allow your workforce to self-guide their careers?

- ☐ Does your solution have the ability to provide personalized career pathways and learning recommendations for every employee?
- ☐ Does your solution give every employee access to their own career navigation tool?
- ☐ Does your solution integrate with our LMS to create personalized learning journeys and increase learning adoption?
- ☐ Can we deliver personalized nudges to employees to prompt them to take action in their careers?
- ☐ Can you provide my employees with opportunities that match their passions?

5 Is the solution powered by independently audited Ethical AI to reduce bias in your recruiting and talent management processes?

- ☐ Is your AI ethical?
- ☐ Has your Ethical AI been independently audited by a third party?
If so, who by?
- ☐ Can your solution effectively remove bias from recruiting and talent management processes?
- ☐ Does your solution meet the privacy and consent requirements of GDPR and global regulations?
- ☐ Can your platform strip bias out of historical talent data and talent movements?



6 Does the vendor prioritize onboarding and ongoing support as a way of maximizing your ROI from the software?

- ☐ Do you have proven experience managing successful Workforce Intelligence software implementations?
- ☐ Can you share a comprehensive overview of your approach to change management and what we can expect from the implementation?
- ☐ Do you work with us to set clear success criteria and KPIs from the outset?
- ☐ Do you have a clear plan for engaging all employees and stakeholders impacted by change to drive user acceptance, adoption, and advocacy?
- ☐ Do you offer comprehensive training and support materials, e.g. videos, cheat sheets, and FAQs?
- ☐ Do you offer ongoing support after the software is live?

Ready to see the leading Workforce Intelligence platform in action? Get your free ReeJig demo and see how you can **find, move, retain**, and **upskill talent at scale**.

[Book a demo →](#)



About Reejig

Reejig is a leading workforce intelligence platform that enables large-scale organizations to find, retain, and upskill talent at scale. Powered by the world's first independently audited Ethical AI. Reejig acts as your central nervous system for all talent decisions, helping you create a world with **Zero Wasted Potential**.

Find out what your organization can achieve with Workforce Intelligence

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