ORACLE

Oracle Workforce Labor Optimization

Oracle Workforce Labor Optimization uniquely connects business data in one cloud native solution to forecast labor demand and generate compliant, timely, and flexible schedules, so you can utilize your workforce to its full potential.

Forecast expected labor demand

Workload plan definition and management: Bring expected volume data into a staffing matrix that helps define your required staff for a particular location, department, date, day interval, and skill. Connect budget attributes to allow for a baseline workload requirement for long-term planning and comparison to expected workload needs.

Target staffing ratios: Establish a ratio configuration and ongoing tracking to help ensure that staffing plans align with specific staffing ratios for your organization.

Expected labor demand: Calculate labor demand in alignment with workload plans and required ratios by day for 15-, 30-, or 60-minute intervals.

Create shifts and deploy people to optimally meet service needs

AI-powered labor optimization: Optimally automate shift creation and assignment of available staff with the right skills to meet expected demand.

Labor compliance: Facilitate compliance with labor laws and union regulations including minimum and maximum hours, fatigue management, and seniority fairness.

Complete workforce and customer insights: Drive more accurate and compliant outcomes with holistic, connected HCM insights on talent, skills, budget, and cost.

Prioritize multiple business needs at once

Balance between service, compliance, and employee experience: Prioritize multiple business needs, including demand for best skill fit, budgeted hours, FTE hours, fairness, and employee preferences.

Optimize labor for all industries

Healthcare: Automatically generate workload demand and optimize schedules based on acuity and patient census, adhering to complex union rules.

Key features

- Optimized schedule generation and assignments based on labor demand, business priorities, and policies
- **Labor demand forecast generation (for acute healthcare)**
- Ability to connect labor demand forecasts from other systems

Key benefits

- Automate shift creation and assignment of available staff with the right skills to meet expected demand at scale
- Prioritize multiple business needs at once, including budgeted hours, FTE hours, and employee preferences
- Adhere to labor laws, union regulations, and other constraints

Manufacturing: Drive operational efficiency to meet fluctuating production demand by connecting business, workforce, and supply chain data so the right resources are on hand when needed.

Retail: Create optimized schedules to deliver superior customer and retail associate experiences by leveraging unified business, workforce, and customer data.

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