

HelioCampus Labor Cost Analytics

More precise insight into your labor investments.






HelioCampus Labor Cost Analytics illuminates hidden labor patterns, transforming how you understand spending. This data provides you with precise internal and external financial comparisons, empowering informed workforce planning, demonstrating financial sustainability, and supporting more strategic investment, unlike traditional departmental views or typical financial systems.

Objectives

Labor Cost Analytics gives you an activity-based view of your labor spend, allowing you to have a better understanding of distribution patterns. As a result of this visibility into the largest expense at your institution, you are able to make more informed financial & workforce decisions. Through a comprehensive view of labor spend within your institution and across consortium members, you have the data and insights you need to ensure your institution is staffed to meet its mission and thrive financially now and in the future.

Key Outcomes

-  Determine where you may be under or over-staffed to optimize staffing levels and service quality.
-  Make data-informed workforce decisions, whether those are around hiring & the necessity of filling a position or the most effective way to restructure.
-  Ensure your internal administrative and academic staffing is appropriately weighted to support the academic mission of the institution.

Core Product Components



Centralization & Administrative Insights
Use data to support budgeting focused on cost containment, revenue generation, and strategic investment. Optimize staffing levels and service quality of centralized and decentralized admin areas and track progress on centralization efforts.



Student Support Insights
Evaluate your staffing investment to determine the most effective distribution of labor across the institution, including services, facilities and more to support student success.



Staffing & Retention Insights
Analyze labor spend to optimize your staffing mix, support organizational restructuring and inform hiring & retention.



Academic Unit & Faculty Insights
Optimize the balance between administrative and instructional staff in your schools and colleges and better align resources to academic and research needs.



Consortium Membership
Compare the labor cost analytics for your institution to other consortium members in this unique benefit. In addition to benchmarking your cost analytics, Consortium Members join invite-only meetings in which HelioCampus analysts present unique data insights and facilitate conversations.

Core Features

Data Models & Analysis Factors

You need a better view of what work is truly being completed, and at what cost to the institution, to better support your stakeholders. Our Standard Activity and Organizational models unlock activity-based costs that, when coupled with key Analysis Factors, allow you to go deep on hidden costs and resource constraints to compare staffing ratios internally and externally for more accurate staffing and budgeting.

Self-Service Platform

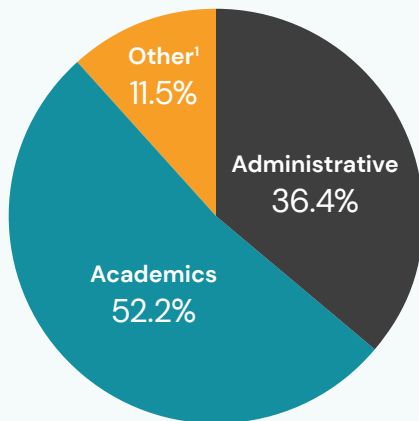
Your data needs to be available for you when you need it, not stuck in a black box or with consultants. Our self-service platform provides anytime access to your data so that you can compare and visualize your labor spend data for both internal and external benchmarking or extract your data to other planning and tracking processes maintained with business intelligence tools.

Data Services & Research

Get a deeper understanding of your labor cost data so that you can make more informed decisions about what to do next.

Turn data into action with guided analyses in prioritized areas with the support of HelioCampus analysts and better understand service area effectiveness and satisfaction through qualitative surveys. Plus benefit from access to regular research insights developed shared across the membership.

Average Labor Investment Allocation



¹ Other includes activities not mapped at this time: Athletics, Bookstores, Concessions, Community Outreach & Training, Health Care Professionals, and Performing Arts

If you are ready to take a deep dive into the largest expense at your institution, your labor spend, HelioCampus is your partner. By understanding and assessing this expense, you will bring precision to your financial and workforce plans to help support institutional goals.

Email info@heliocampus.com if you are interested in learning more.

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