

The *True* Value of Optimizing *Your* Energy & Utilities Workforce

You are unique, we get it. Let us help you build the unique business case for your workforce management project.





Why it's so difficult to quantify the value of improving your workforce management processes **and why it's worth it.**

Make a Case for Change

Energy and utility companies operate in an industry of constant change. With organizational compliance and employee safety as a top priority, companies are relying on new technologies to improve operational efficiencies. Reduction of operational expenses is critical, and with distributed energy comes an even more distributed workforce that must be managed for cost and compliance. You understand that a workforce management solution can help. Improving the processes of those high-volume transactions between HR and Payroll—in areas like employee scheduling, time tracking, and crew, fatigue, or absence management—can really impact your company's bottom line. So how do you make a solid case for change that appeals to your colleagues and senior executives?

Discover the Benefits That Apply Specifically to You

No two companies occupy the exact same state of workforce management maturity and automation. Your organization is different from the rest, which is why the mysterious formulas of generic online calculators yield inaccurate ROI predictions. Instead, we want to equip you with accurate information that supports your unique case.

Energy and Utility Organizations Save Up to \$25M Annually with WorkForce Software

Based on aggregated results of case studies we've done with our customers across a broad spectrum of deployments and organizational maturity, we see that energy and utility organizations can save up to \$25M annually with WorkForce Software. The total return on investment you can expect will depend heavily on the particulars of your current processes, implementation details and your desired state post-implementation.

Value Drivers	Company Size (Approx. 5K EEs)	Company Size (Approx. 20K EEs)
Direct Savings		
Reductions in Direct Labor Costs	\$2M – \$2.6M	\$3.8M – \$4.5M
Savings on Unearned PTO Expense	\$750K – \$1M	\$978K – \$1.47M
Reductions in Overtime Payroll Costs	\$300K – \$600K	\$4.4M – \$7.8M
Reduced Legacy System Costs	\$50K – \$100K	\$500K – \$600K
Reduced Time Inflation and Payroll Costs	\$207K – \$414K	\$1M – \$2M
Payroll Savings Due to Improved Scheduling	\$351K – \$700K	\$3.6M – \$5.2M
Payroll and Temp Labor Expense Savings Due to Improved Absence Case Management	\$17K – \$20K	\$174K – \$210K
Process Savings		
Efficiencies in Timekeeping	\$500K – \$650K	\$1.5M – \$2M
Efficiencies – Adjustments and Corrections to Pay	\$6K – \$12K	\$150K – \$175K
Savings from Self-Service – Time	\$70K – \$97K	\$1.1M – \$1.35M
Savings from Self-Service – Absence	\$45K – \$58K	\$223K – \$300K
Absence/Leave Case Management Efficiencies	\$11K – \$13K	\$45K – \$53K
Total Sample Annual Recurring Benefits	\$4.3M – \$6.3M	\$17.4M – \$25M

"After considering a number of options, it became clear that WorkForce Software was uniquely qualified to deliver on our needs—an enterprise approach to time and attendance that could integrate with our other cloud-based systems and processes. We are excited to implement WorkForce Time and Attendance because of its demonstrated ability to improve process efficiency, and our employees' experience, as well."

- Syed Mir - Vice President, Corporate Services and CIO of London Hydro

Tailor the Value to Your Company

Let's dig a little deeper. Request your personalized Quick Value Assessment [here](#) so that we can help you determine the true value of implementing a workforce management solution in terms and in measures relevant to your unique organization. These measures include hard benefits such as payback periods and return on investments, as well as soft benefits like improving employee experience, retention, and compliance. We can also help you understand the specific areas that only a WorkForce Software solution can improve. All you need to do is provide us with some basic information about your organization and labor costs such as number of employees, pay rates, employee turnover rate, etc. and we will take it from there.

WorkForce Software collaborates with energy and utility companies worldwide to complete customized and comprehensive Value Assessments that benchmark your company against industry norms. We're committed to helping you make a case for change with an assessment that applies to your organization, using your information. It doesn't have to be difficult—so let us help.

**Request Your Personalized
Value Assessment Now!**

[LEARN MORE](#)

