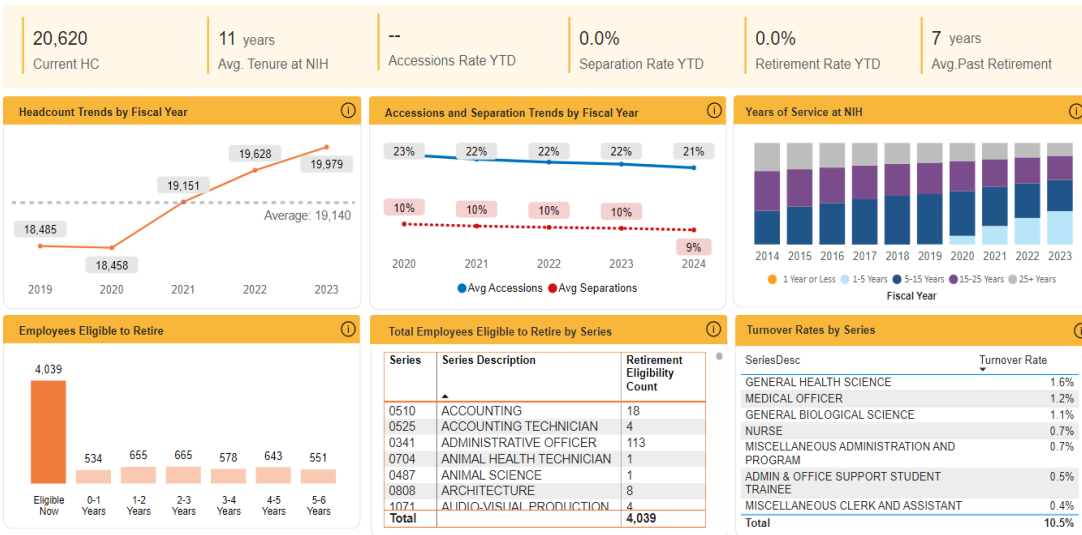# Analytics has changed, have you?

Workforce analytics empower NIH to make smarter, faster, data-driven decisions to fully optimize our workforce. OHR created the Workforce Analytics Workbench (WAW) dashboards to help ICs uncover trends in their workforce, plan for retirements, increase retention, and improve the employee experience.

Workforce Analytics Workbench (WAW)

The workbench provides a detailed breakdown of the FTE workforce. Reports included are the FTE Headcount Trends, Supervisory Status, Turnover, Retirement Eligibility, Retirement Trends, and Retirement Projections.

WAW+
Overview of NIH's Workforce YTD

Select Institute or Center: All

20,620 Current HC	11 years Avg. Tenure at NIH	-- Accessions Rate YTD	0.0% Separation Rate YTD	0.0% Retirement Rate YTD	7 years Avg.Past Retirement

Intuitive
Dynamic easy to use dashboards with multiple filter options enables you to see connected relationships & trends.

Predictive
Machine learning allows you to see future workforce scenarios.

Included Features

The dashboard provides a view of the IC/organizational FTE workforce, with NIH-wide IC size comparisons. It also includes several executive snapshots.

Proactive
With views like future retirement projections, you can start preparing your workforce to meet future challenges.

Filters:
- IC
- Sub Org
- Program Type
- Supervisory Status
- Position Incumbency
- Pay Plan
- Series

Views:
- WAW+ Executive Snapshot
- FTE Headcount Trends
- Supervisory Status
- Accessions and Separations
- Retirement Projections
- Retirement Eligibility
- Retirement Trends
- Turnover Trends
- Turnover Heatmap
- Snap Shots
- Raw Data
- Python Heatmap

How to Access

Access request instructions: Access Requests

Enter the dashboard: The WAW Dashboard

Contact Us

For more information contact the Workforce Planning & Analytics Section:

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