

Delivering insight to drive better decisions around organisational design, fulfilment, and retention in a single integrated framework

SAS® Workforce Analytics on G-Cloud

SAS Workforce Analytics drives better strategic decisions across all aspects of workforce planning, through integration and sophisticated analysis of data using the very latest machine learning and AI techniques. It provides a framework that can be scaled and customised based on workforce population and bespoke requirements to help organisations understand the impact of historic workforce decisions, forecast requirements and optimise for the future.

SAS Workforce Analytics is priced through a customisable framework that fits your organisation's needs. The tiered commercial model allows you to select only those workforce analytics capabilities required for your organisation.

1. Base level capability package supports workforce planning using structured data, visual analytics, base forecasting, visual data mining and machine learning.
2. The second capability tier adds the ability to use unstructured data inputs, natural language processing and visual text analytics for sentiment analysis, topic discovery and categorisations.
3. A third capability tier brings in advanced multi-dimensional forecasting and optimisation for use cases that require deeper analytics and insights.

These capabilities based on selection are provided as managed Cloud Software. This is an advantageous way to help get you started and quickly set up to work with SAS offerings that include software, hardware, and hosting services for a contracted period. SAS will run a secure, cloud-based service on your behalf, giving you the benefit of our most advanced software and scalable platform architecture – managed and supported by our own experts.

SAS' framework acknowledges that not all organisations are the same size, and that larger organisations will not wish to run SAS Workforce Analytics for their entire population. Across those three capability tiers, SAS provides a commercial tiering based on the size of workforce for which analytics are to be applied.

Implementation Size	Number of Employees	Storage Allowance
Small	500–1,000	1.5TB
Medium	1,000–10,000	2TB
Large	10,000–50,000	7TB

Small Implementation

Number of employees: 500–1,000

Storage Allowance: 1.5TB

Solution Fee by Offering	1	2	3
	Workforce Analytics Base	Workforce Analytics Base plus Text Analytics	Workforce Analytics Base plus Text Analytics, Forecasting and Optimisation
One-time Start-up	£43,094	£46,052	£46,499
SAS Cloud Hosted Total Fee per Annum (Hosting, Software and Offering Services)	£143,250	£176,581	£182,728
Year 2 (option)	£144,288	£178,070	£184,373
Year 3 (option)	£145,368	£179,617	£186,085

Medium Implementation

Number of employees: 1,000–10,000

Storage Allowance: 2TB

Solution Fee by Offering	1	2	3
	Workforce Analytics Base	Workforce Analytics Base plus Text Analytics	Workforce Analytics Base plus Text Analytics, Forecasting and Optimisation
One-time Start-up	£49,312	£52,204	£52,204
SAS Cloud Hosted Total Fee per Annum (Hosting, Software and Offering Services)	£246,504	£293,097	£300,982
Year 2 (option)	£250,267	£297,760	£305,960
Year 3 (option)	£254,181	£302,608	£311,137

Large Implementation

Number of employees: 10,000–50,000

Storage Allowance: 7TB

Solution Fee by Offering	1	2	3
	Workforce Analytics Base	Workforce Analytics Base plus Text Analytics	Workforce Analytics Base plus Text Analytics, Forecasting and Optimisation
One-time Start-up	£79,390	£81,181	£81,181
SAS Cloud Hosted Total Fee per Annum (Hosting, Software and Offering Services)	£766,027	£844,674	£864,386
Year 2 (option)	£782,611	£863,502	£884,003
Year 3 (option)	£799,856	£883,084	£904,405

Our teams know how to get the most from the SAS Platform. With experience acquired across public, financial, health care and commercial sectors, they are familiar with common regulatory compliance requirements.

Similarly, each of our Public Sector customers is different, and will have differing requirements for analysis and reporting. Analysis and reporting capabilities are not provided out of the box and require customisation. This can be done by the customer themselves based upon training by SAS. Alternatively, SAS offers tiered customisation service bundles to build capabilities into your delivery based on your requirements. A blend of SAS and internal customisation can also be supported.

These Service bundles are tiered by complexity and requirement – our engagement manager will work with you to work through your requirements and arrive at the correct service bundle to meet your requirements – the tiering and pricing for the bundles is contained within the following table:

	Tier	Cost
PoC/Micro/Small Deployment	1	£13,500
	2	£40,500
	3	£67,500
PoV/Pilot/Large Deployment	4	£99,999
	5	£149,999
	6	£199,999
Small Defined Project	7	£249,999
	8	£374,999
	9	£499,999
	10	£599,999
Medium Defined Project	11	£749,999
	12	£899,999
	13	£999,999

Large Defined Project	14	£1,299,999
	15	£1,399,999
	16	£1,599,999
X Large Defined Project	17	£1,899,999
	18	£2,249,999
	19	£2,499,999
XX Large Defined Project	20	£2,999,999
	21	£3,999,999
	22	£4,999,999

If customer capability, capacity and customisation requirements cannot be met via one of our pre-defined commercial bundles, SAS can price accordingly for any bespoke service required, using the same overall pricing methodology.

Additional analytics service such as model development, analysis, data engineering or reporting services are available via the SAS Cloud Support Service which is also available on G Cloud.

Pricing and Solution Terms and Conditions

- Fees exclude V.A.T
- Maximum 3-year service engagement
- Fees represent SAS Public Sector Pricing only
- Fees to support UK organisations only
- The one-time implementation and on-boarding fees must be paid in advance
- Cloud managed service pricing does not include audit and user log streaming capability which will be priced separately subject to data volumes and number of users
- The solution use is limited to support strategic decision support for HR and workforce - specifically workforce design, workforce fulfilment, and retention only.
- The solution can only be used to support decisions relating to direct employees of an organisation, and cannot be used for sub-contractor staff, or partner/affiliated organisations (this would require a separate services requirement)
- A Workforce Analytics Fee includes Cloud Infrastructure for production and development/test environments with software, hardware, hosting services and technical support. Limits on hardware, software are as set out in the pricing tables above. Any additional requirements will incur additional fees.
- Use cases and pre-configured reports etc will be defined with each customer ahead of contracting on G-cloud, based on which the appropriate bundle can be contracted based on their requirements
- The following assumptions have been made when defining the Workforce Analytics contract tiers. Any significant deviation in your requirements from these assumptions may impact on service performance, and should be discussed with your engagement manager prior to contracting:
 - ERP data estimate per user is assumed to be 60 items per employee.
 - Additional storage can be provided as post-install upgrades
 - Base data size per employee - 1088 bytes
 - Data multiplication for analysis - x100
 - Assumed data history (ERP HR) - Any employees employed over last 4 years
 - Assumed % staff turnover YOY - 15%
 - Number of source tables accessed assumed to be no higher than 20
 - HR to staff ratio - 1:100
 - % of HR staff as analysts - 20%
 - % of organisation needing reports - 5%
 - ERP data will be loaded initially as a single batch job to feed all users, and only the incremental data will be loaded on the back of the initial load of the full 4-year extract (weekly increments)
 - No Visual Analytics (VA) or Visual Statistics (VS) process will use > 50% of ERP data - average 25%

- Only data science and up to 25% of analysts will load data ad-hoc in addition to the core ERP load, and loads will be < 10% of the total estimate for the ERP data
- Only data science and up to 25% of analyst will run analytics type jobs on VA, and VS - assume not all will access at the same time, 50% concurrency. Majority assumed to be report consumers alongside those broader consumers called out. Only have the users on concurrently
- Only the data science community will access Visual Data Mining and Machine Learning (VDMML) - and no job will use > 25% of the estimated ERP extract volume - no more than 50% of DS using VDMML concurrently
- Only 25% of the data science resource use Visual Text Analytics (VTA), Optimisation and Forecasting and not at the same time - only 1 concurrent session assumed
- VTA: No more than one concurrent load via a batch job out of hours, and that the max data would be =<10% of the total data estimated per bundle (with an average 1%)
- Visual Forecasting: No more than one concurrent session, and that the max data would be =< 25% of the total data estimated per bundle
- Optimisation: No more than one concurrent session, and that the data requirement would be =< 25% of the total data estimated per bundle
- In addition to the commercial bundles listed, non-standard offers are an option to meet specific customer requirements and to align to customer Cloud deployment strategies not met through SAS Managed Cloud. All non-standard options will be priced on application based on an equivalent pricing methodology.

Service Assumptions

- Single Sign On using System for Cross-Domain Identity Management (SCIM)
- Includes the installation, setup, and configuration of the SAS platform
- Excludes Log Streaming
- 99.5% Uptime guarantee across the platform
- 30 min response time for blocker issues
- Continuous monitoring and support of the platform 24x7
- SAS Administration (initial and on-going for contracted term)
- Hotfixes and Maintenance Updates
- SAS Project Manager (single point of contact during implementation phase)
- SAS Technical Account Manager (TAM – post implementation phase)
- Fully Managed IT Infrastructure Support
- Online Documentation and Communication Tools (Issue tracking system and collaboration tools)
- On call Application and Technical Support Teams (24/7 support)
- Secure Private Cloud hosted with Azure
- Consultant's Working Day – 7.5 hours exclusive of travel and lunch
- Consultant's Working Week – Monday to Friday excluding national holidays
- Travel, mileage Subsistence – Included in day rate within M25. Payable at department's standard T&S rates outside M25
- Professional Indemnity Insurance – included in day rate
- Fees represent SAS Public Sector Pricing only

SAS Products included within this offering

Software	Description
1. Workforce Analytics Base	
SAS/ACCESS	SAS/ACCESS provides seamless and transparent read, write, and update rights to more than 60 data sources, including relational and nonrelational databases, PC files, Hadoop, Amazon Redshift, and data warehouse appliances.
SAS Information Governance	An intuitive self-service discovery portal to analytics and AI. Data and business users can search and discover catalogued data assets across the organisation from multiple data sources. Users can explore data assets for quality and fitness of the data before approving for downstream processing. Users can also take actions to further prepare data, create reports or build models by navigating from the catalogued data to other SAS Viya applications to continue their analytics journey. SAS Information Catalog provides comprehensive understanding of your SAS Viya environment, and everything connected to it.
SAS Studio	SAS Studio is a developmental web application for SAS. With SAS Studio, you can access your data files, libraries, and existing programs and write new programs. You can also use the predefined tasks in SAS Studio to generate SAS code. SAS Studio also delivers an intuitive, web-based flow designer. Flows in SAS Studio weave together prebuilt steps that can include queries and data transformations, as well as your own custom steps, into this graphical orchestration layer.
Data Preparation/Data Quality	A self-service solution that allows users to quickly prepare data for analytics. It uses machine learning and artificial intelligence (AI) to provide preparation suggestions against your data and includes prebuilt transformations and data cleansing functions. Automatically integrate prepared data into the analytics pipeline, supporting a seamless data discovery and data preparation user experience.
Visual Analytics	An integrated environment for governed data discovery and exploration. Users, including those without advanced analytical skills, can examine and understand patterns, trends, and relationships in data. It is easy to create and share reports and dashboards that monitor business performance. Easy-to-use analytics and visualisations help everyone get insights from data to better solve complex business problems.
Visual Data Mining and Machine Learning	A comprehensive, visual interface for accomplishing all steps related to the analytical life cycle. In addition to innovative machine learning and deep learning techniques for analysing structured and unstructured data, SAS Visual Data Mining and Machine Learning integrates all other tasks in your analytical processes. From data preparation and exploration to model development and deployment, multiple personas work in the same, integrated environment. Scalable and elastic processing provides flexibility and speed for faster answers.
Visual Statistics	SAS Visual Statistics enables the user to interactively explore data and build descriptive and predictive models using either a visual drag-and-drop interface or a programming interface. Data scientists can collaborate with business analysts to refine models for better insights that can be appropriately acted on. Distributed, in-memory processing shortens data exploration and model development time.

SAS Studio Engineer	SAS Studio Engineer encompasses all the features of SAS Studio and extends them to include additional data engineering capabilities. Specifically, it provides data quality steps and data integration steps, such as handling slowly changing dimensions. These functionalities are designed to work seamlessly with a variety of databases, making it a powerful tool for data engineers and developers
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2. Workforce Analytics Base plus Text Analytics (inc. all the above +)

Visual Text Analytics	SAS Visual Text Analytics provides a comprehensive solution that overcomes the challenges of identifying and categorising text data. It enables organisations to scale the human act of reading, organising, and extracting useful information from huge volumes of textual data. You build models that analyse and categorise a set of documents. Unstructured data is automatically converted into meaningful insights that feed machine learning models.
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3. Workforce Analytics Base and Text Analytics, Forecasting and Optimisation (inc. all the above +)

Model Manager	Register, deploy and monitor open-source analytical models in one central environment: • register SAS and open-source models within projects or as standalone models. • develop and validate candidate models. • assess and compare candidate models for champion model selection. • publish and monitor champion and challenger models to ensure optimal model performance.
Econometrics	Understand how varying economic and market conditions, customer demographics, pricing decisions, marketing activities and more can affect your objectives. Analyse risks and respond to regulatory requirements. The solution enables you to model and simulate any business process, no matter how complex – even when time dependencies, simultaneous relationships or dynamic processes complicate the analyses.
Optimisation	A powerful array of optimisation, simulation, and project scheduling techniques for identifying actions that will get the best results, while operating within resource limitations and other relevant restrictions. SAS Optimisation also provides the ability to create and deploy natural language custom chatbots - via an intuitive, low-code visual interface for chatbot-enabled insights and conversational user experiences
Visual Forecasting	Automatically produce large-scale time series analyses and hierarchical forecasts. Reduced manual intervention means there's less chance of personal bias in the forecasting process. Fewer resources are required, and because forecast analysts don't have to build and monitor forecasting models for every time series, they can focus on more strategic, high-value forecasts or problems that aren't suitable for automation.

Learn More

To learn more please visit https://www.sas.com/en_gb/offers/hr-analytics.html

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