

Modelling and Data Analytics IDE Analysis and Reporting

A KPMG Service for G-Cloud 15



Modelling IDE – Summary

Informed decisions around IDE supported by clear and evidenced data are critical to capturing and maintaining the trust of a workforce as well as being the right thing to do. From conducting detailed data analysis through to creating sustainable change, data supports all aspects of the journey to enable Inclusion, Diversity and Equity in any organisation.



Challenges



Solutions

Performance MI and Reporting

Analysing performance management and reward to ensure fairness and highlight unconscious bias across IDE protected characteristics.



Performance Management analysis and reporting through an IDE lens.

Reward package IDE analysis modelling.

Systems Data Reconciliation

Following the migration of an HR system, there is a need to ensure that all data has transferred accurately and completely.



Data reconciliation and testing provide confidence in the successful migration process and the new system setup.

Strategic Workforce planning

Changes to a workforce affect its overall and specific diversity breakdown. We need to factor IDE into strategic workforce planning.



An IDE lens on strategic workforce planning can help mitigate any impact to diversity through change.

Consultation Analysis

What do our stakeholders think? Monitoring the perception of policy action (or inaction) on the workforce and the public.



Performing thematic or sentiment analysis on survey/consultation responses or other unstructured data sets (social media / comment threads) to discern the response to policy change.

Estate modelling

There is a need to consider accessibility, physical and nonphysical, at all major hubs and outside of London to support the levelling up agenda.



Develop cost models for 'what if' analysis to inform strategic decisions on estate management.

Programme MI

It is important to track progress on a change programme.



This can be achieved through developing and managing programme MI.

Modelling and Data Analytics – IDE Analysis and Reporting



Methodology

We help clients analyse options, plan and appraise high-value bids, and optimise resource allocation.

Government clients face tough decisions in allocating scarce resources and planning future investments. We help clients build models to improve efficiency and manage risks within their organisation, and provide independent model testing for internal or third-party comfort.



MI and Reporting visualisation

We design, build and deploy high-impact visual reports and dashboards with a focus on information and interface design to help clients make sense of large data sets.

These are developed across a range of platforms, including QlikView, Tableau, Power BI, and SQL Server.



Systems data reconciliation

We perform reconciliations following the migration of complex systems, such as HR systems, to ensure the accuracy and completion of the data transfer. Automated identification of differences and grouping of known reasons for variances supports analysis.



Workforce planning

We produce flexible workforce planning tools by combining data from various sources (such as HR, payroll, and timesheet data) with demand forecasts



Consultation analysis

We perform analysis of unstructured data and free-text responses to consultation surveys, with the use of an automated AI solution. The analysis provides visualisation of quantitative responses and provides sentiment analysis of qualitative responses.



Bid modelling

Design and build dynamic business case models for 'what if' analysis to inform strategic decisions on products, locations and various financial opportunities.

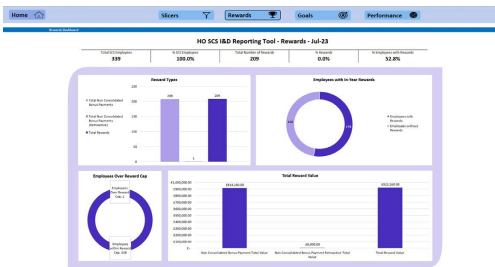


Model testing

We provide independent testing of the accuracy, robustness and reliability of financial models, using specialist auditing software tools and a systematic and proven methodology.

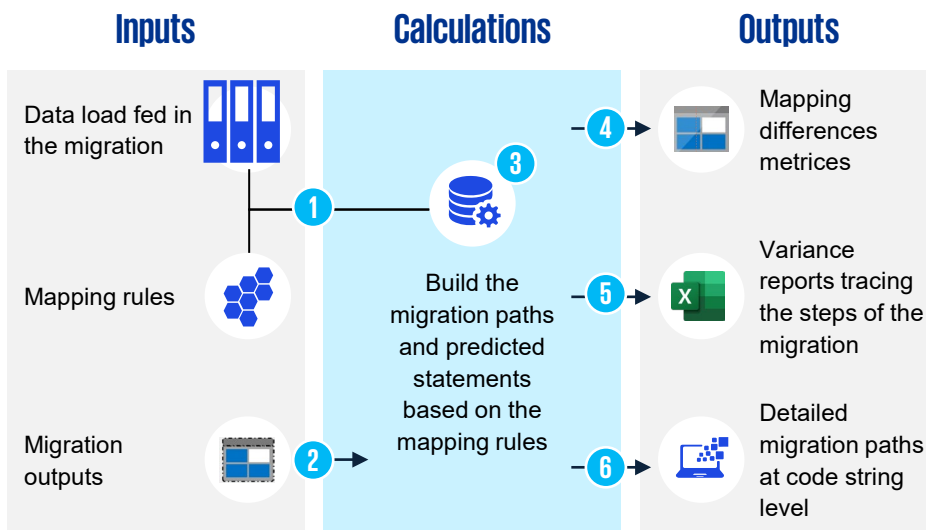
Modelling IDE – Tools

Inclusion and Diversity dashboard for Performance Management



- Redaction for < 10 employees
- Slicers for self-driven analysis
- Automated reports
- Automated export to power point

Systems reconciliation model



- Automated identification of differences for reconciliation
- Grouping to identify known reasons for variances

KPMG P3 Strategic Workforce planning tool



- Visualise outputs by job family, capability, skill group, location or division
- Choose between FTE and cost views, and see the bottom line impact
- Generate and analyse unlimited number of demand and supply scenarios

Sentiment analysis using Python

- Automated approach
- Provides both quantitative and qualitative analysis of dataset



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