

Solve your biggest workforce problems

Improve retention, diversity, and cost impact with data insights

Your customers need your help to manage their most important resource: their people. Managing headcount, retaining the best people, driving diversity and inclusion initiatives, and ensuring advancement opportunities for employees are all critical ingredients of success in today's business climate. Your customers need data to make informed decisions as they manage and scale their workforces to meet the changing needs of the market.

How Visier helps your customers manage their workforce

Solve top-of-mind challenges for both employees and organizations with analytics. Exiting employees often cite a higher salary and wanting to feel valued as reasons for their departure – and these exits are especially problematic when high performers leave. Meanwhile, organizations face greater pressure to invest in ensuring pay equity across their workforces. Our prebuilt analyses help answer questions on where to optimize workforce spend.

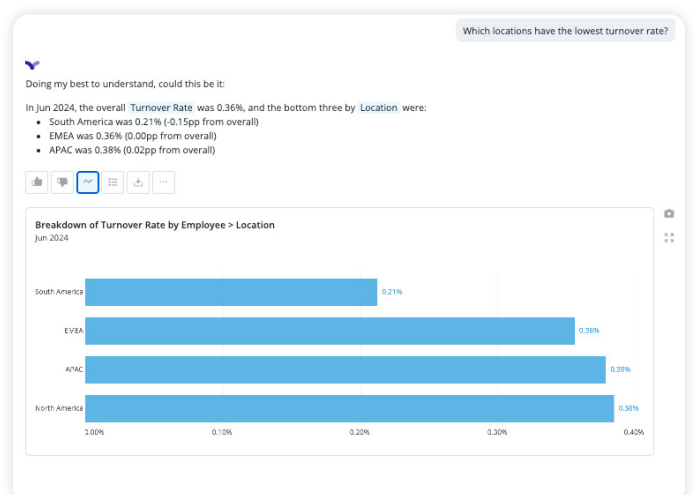
Your customers will be able to:

- Predict risk of exit for individual employees
- Forecast the impact of retention on the organization
- Benchmark against similar organizations on retention, demographics, and other key metrics
- Model employee movement in and around their organization
- Answer demographic questions on demand

What are the vital statistics of my workforce?

Your AI is only as smart as the data behind it. HRIS holds essential people records—but without context, AI can't deliver trusted answers or meaningful actions. Visier Embedded transforms your customers' employee records into workforce intelligence, providing the structure and semantics AI needs to perform reliably.

By embedding Visier, you give your AI the ability to understand things like org structure, tenure, headcount trends, and workforce movement—so it doesn't just respond, it reasons. Whether powering natural language Q&A, copilots, or intelligent workflows, Visier enables AI to act with confidence, explainability, and business relevance.

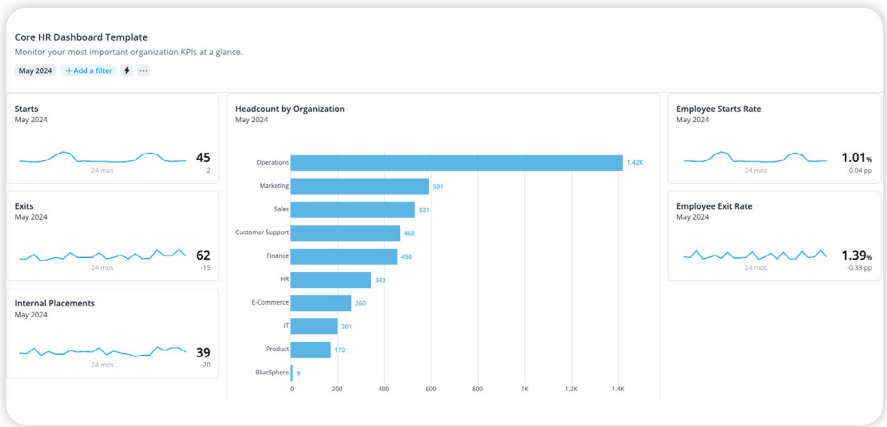




Answer your customers' burning questions

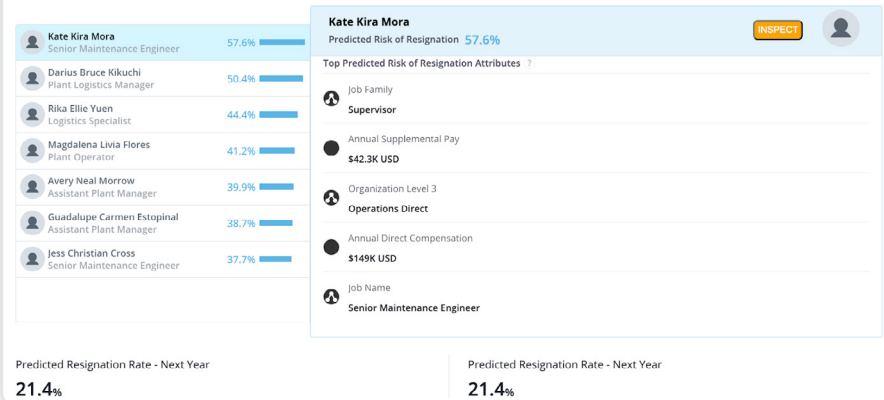
What do I need to know about my workforce?

With Visier's easy-to-understand data visualizations, you have instant knowledge of how many people are employed, who's on which team, and how many starts, exits, and internal movements have occurred in the last six months. Available in Lite and Premium Analytics.



Risk of Exit and Top Attributes

Sep 2022 | Organization: Operations

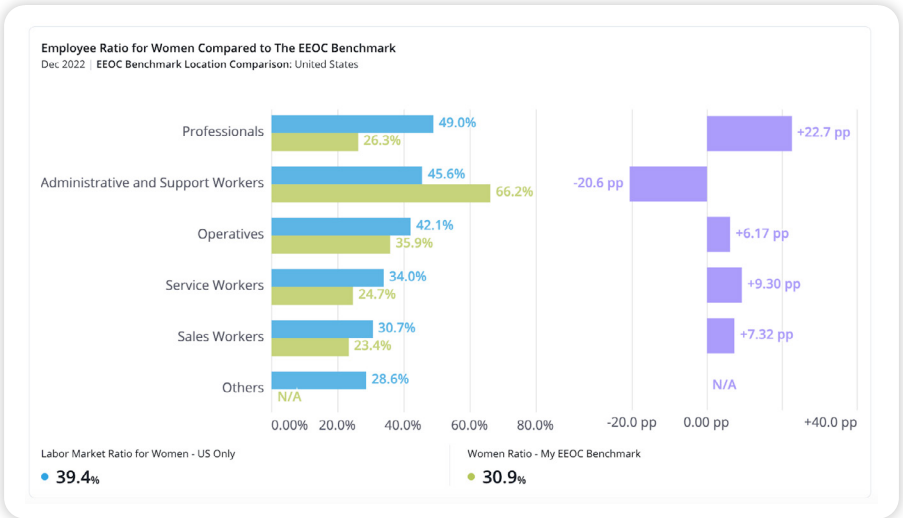


Who is likely to leave the organization next?

Visier's predictive models forecast risk of exit for employees at the individual and group level. This information is used to target interventions to keep key employees.

How does our diversity representation compare to similar organizations?

With Visier Benchmarks, you can compare your demographics to similar organizations so you always know how you're doing against your goals and the market.





Core HR data that surfaces actionable insights

Core employee record data is a treasure trove of value that can be mined to solve specific, high-value problems for a variety of your customers. Aligning the core data you collect from your customers to Visier's standardized data model immediately unlocks insights and workflows around a variety of topics that are relevant to managers, HR, and executives. Our pre-built analyses help answer questions around all the structural management issues that keep the team up at night.

Topic	Example Metrics	Example Insights
Employee Attrition	Exit Count	How are employee exits trending?
	Turnover Rate	What is driving turnover?
	Resignation Rate – Visier Benchmark	How does our resignation rate compare to others in our industry?
	Resignation Seasonality	How are our resignations affected by seasonality?
Employee Diversity	Women Ratio	Are women underrepresented?
	Employee Minority Ratio	Which teams have the greatest diversity gaps?
	Women Ratio – Visier Benchmark	How do our diversity levels compare against other organizations?
	Minority Ratio – Visier Benchmark	
Career Mobility	Internal Move Rate – Into Context	Which teams have the highest churn relative to incoming talent?
	Internal Move Rate – Out of Context	How much talent is predicted to move out or within this team in the next 12 months?
	Predicted Internal Moves Rate	
	Promotion Rate	What percentage of our workforce is being promoted? How does it compare to other organizations?
	Promotion Rate – Visier Benchmark	



Why embed with Visier?

Embedding analytics and AI into HR software isn't just a technical challenge—it's a strategic one. Building in-house is slow and costly. BI tools weren't designed for workforce data, and they leave your team doing the heavy lifting.

Visier Embedded is different. We give you everything you need to go to market faster—with analytics that are explainable, secure, and trusted by the world's leading HR platforms. We've spent over a decade refining the data models, governance, and UX required to turn raw HR data into production-ready insights. Our proven playbooks and partner support reduce your risk and help you deliver results in a fraction of the time.

Why teams embed with Visier:

- Proven success in HRIS use cases across 70,000+ organizations
- Months even years of development time saved with prebuilt HR logic
- Built-in data governance and privacy controls to launch with confidence
- Partner onboarding, GTM, and enablement support—from kickoff to launch
- Analytics that grow with you—from reporting to AI to agentic workflows

Partner with Visier and launch faster, smarter, and with a clear path to value.



About Visier Embedded

Visier Embedded empowers software companies to accelerate their development and go-to-market strategy with reporting, analytics, and generative AI solutions built for people and work data. By embedding Visier's award-winning solutions directly into their products, partners unlock new revenue streams, enhance user experience, and deliver actionable insights that delight their customers.

Visier's Embedded offerings are built on the Visier's Platform, which combines AI-driven reporting and analytics with a purpose-built data infrastructure, providing the scalability and flexibility to meet the complex data needs of people tech. This enables partners to bring sophisticated, ready-to-use analytics to market faster, reducing development costs while accelerating their ability to drive value for customers.

Since 2010, Visier has been the trusted partner for 70,000+ businesses worldwide, helping organizations unlock the power of data and win in their markets in 75 countries—including Paycor, Paychex, SmartRecruiters, Degreed, and more.

Learn more about Visier Embedded at visier.com/embedded



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