



Visier Embedded Analytics™

Make People Analytics Your Edge

What is Visier Embedded Analytics?

Visier Embedded Analytics extends the power of Visier’s award-winning people analytics to your product. Offer your customers an end-to-end product experience they’ll love with one solution for all their needs. Imagine your product at the heart of it all, bolstered by a seamless analytics solution tailor-made to process people data so customers can ask the right questions, make the right decisions, and experience better organizational performance.

But we know that one size doesn’t fit all, so we’ve packaged our analytics offering to meet you where and when you’re ready to get started.

What solutions does Visier offer?

Integrating data analytics doesn’t have to feel like a risky experiment or a mammoth undertaking. We offer three options to make it easy for you to start your embedded analytics journey. Whichever path best matches your comfort level with analytics and the way you want to introduce analytics to your product offering, we’ve got you covered:

- Data enrichment APIs (Feed)
- Embedded analytics applications (Embed)
- Alpine developer platform (Build)

25,000+
CUSTOMERS

17.5m+
EMPLOYEE RECORDS

2,000+
BUSINESS METRICS

23M
BENCHMARK POINTS



Embed a little. Embed a lot. We can help you start or supercharge your analytics overnight. The power of Visier—inside your product.

1. Are you starving for meaningful data?

Data Enrichment APIs - Data is abundant, but it isn't always reliable. In a heterogeneous technology environment, data is often fragmented, incomplete, inaccurate, and outdated. When compiled organically, it usually lacks the volume to be deemed significant. So where do you start?

Visier's extensive people data repository via API is sourced from over 17 million employee records across nearly 30 industries and almost 10,000 organizations, updated regularly. Leverage our API and get the shortcut you need to help businesses make better decisions about their people and in turn make better business decisions. Make your product indispensable by providing access to big data they would need to source at great expense elsewhere.

Standardize



Visier Skills Intelligence APIs

Powered by a robust and dynamic jobs and skills ontology and powerful mapping and matching algorithms.

Mapping algorithms standardize job titles and extract skills from any document, allowing for tagging of relevant skills to any job or course description. Matching algorithms cater to crucial HR needs such as skills-based recruiting, career and learning paths, strategic workforce planning and more.

Benchmarks



Visier HR Benchmarks API

Workforce data that cover critical HR resourcing metrics such as resignation and promotion rates in order to compare one's own workforce data to benchmarking data.



Visier Salary Benchmarks API

Salary market data that aggregates millions of employee records in order to compare one's own workforce compensation data to benchmarking data.





Resignation Rate - Visier Benchmark™ for 2022 increased from 1.65% in Jan 2022 to a projected 2.53% in Dec 2022 (a projected 53.9% increase) for Gender: Woman, Manager: Managers and Company Size: 0-1000.

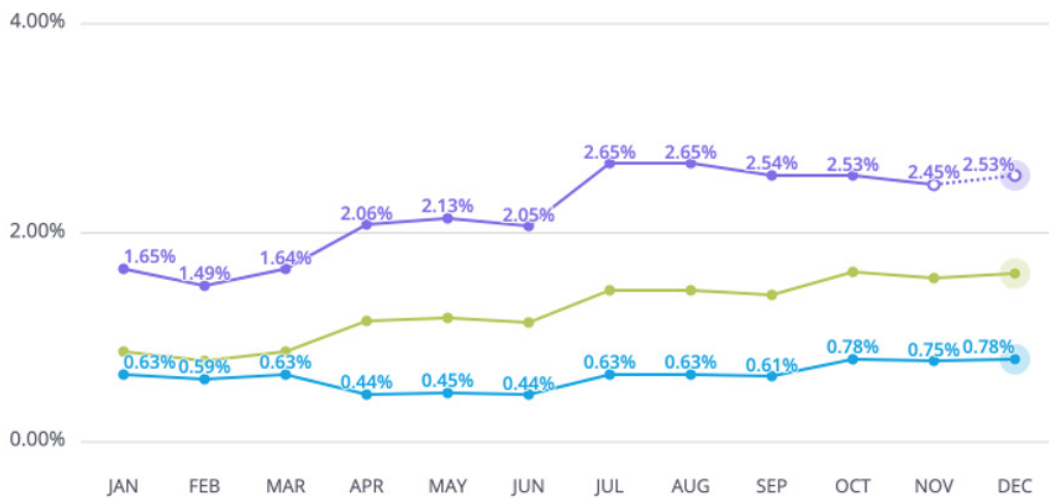
2020 increased from 0.63% in Jan 2020 to 0.78% in Dec 2020 (23% increase).

The values varied under 68.5% from the average when compared across years.

Jul 2022 had the largest difference of 1.08pp from the average of 1.57%.

Trend of Resignation Rate - Visier Benchmark™ for 2020 vs. 2021 vs. 2022

Dec 2020 | Gender: Woman | Manager: Managers | Company Size: 0-1000



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2. Are you ready for people analytics but have no resources to build?

Embedded Analytics Applications - We partner with you every step of the way to bring to market a complete set of analytics that fit your brand and augment your product. Other BI vendors give you a toolbox, but make you build it yourself.

Visier's approach to embedded analytics is a full-service, pre-built application that integrates quickly and easily into your product suite. Our people analytics content—with thousands of metrics, questions, and dimensions—already exists. What's more, it's battle-tested across our thousands of customers, from small startups to *Fortune 500* enterprises.

Visier's Analytics Applications are designed to answer the most critical and relevant business questions of each HR domain, revolving entirely around your customer's data. Applications available include:



Core HR Analytics



Time and Attendance Analytics



Compensation Analytics



Custom Analytics



Talent Acquisition Analytics



Custom Benchmark



Talent Management Analytics



Product Intelligence



Learning Analytics



Customer Intelligence



Skills Analytics





We're more than just a BI tool. We offer a seamlessly integrated solution that will give your product the power of the industry's leading full stack analytics platform

built for the nuance and complexity of people. With Visier embedded into your product, you can help your customers see their employees clearly.

OTHER BI TOOLS

ANALYTICS POWERED BY VISIER

Additional value you can't see

- Consultive HR expertise
- Analytics Business in a Box
- People Analytics Leader

Flexible layout including guided approach of business questions and text or dashboards

Pre-made templates with best-of-breed HR intelligence

Data studio control center to manage all content, permissions, and settings

2000+ pre-built people metrics

Powerful visualizations that provide context and value

Intuitive and outcome-oriented content



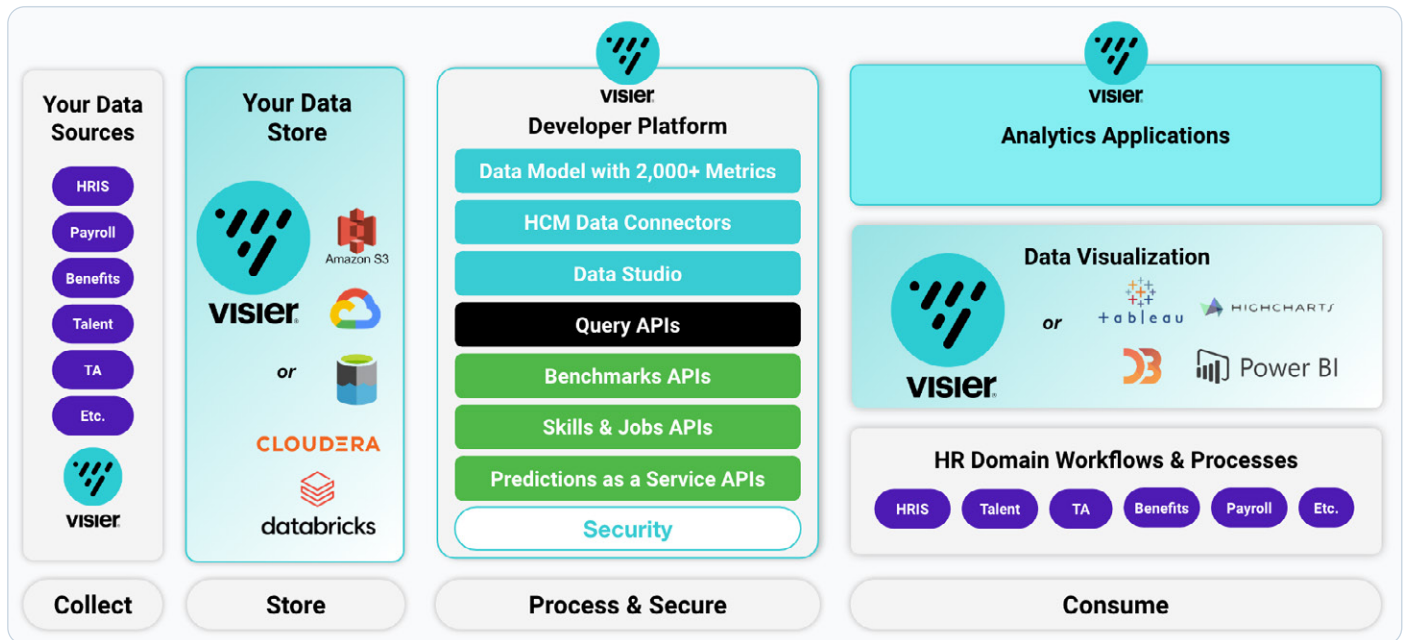


3. Are you looking to build by yourself but lack the infrastructure?

Alpine Developer Platform - We've launched a people-focused analytics platform with all the layers needed for your development team to build analytics within your solution. You can retain your own brand and even run reports and visuals with your preferred BI tool in the foreground, all while leveraging the power of Visier's data analytics platform in the background.

Our data model covers all categories of data in the employee life cycle. Visier's infrastructure and data methodology allows data to come from multiple product lines and data types and puts minimal load on your development and operations organizations. Visier has also created over 2,000 metrics and libraries of questions to surface insights on today's most critical people and business questions.

The Visier platform covers all capabilities of a data and analytics platform including data warehousing and processing. You can leverage the market-leading engine to augment your custom-build project without the costly data warehouse set-up or maintenance fees.





Why choose Visier for Embedded Analytics Applications and Alpine Developer Platform?

Building your own solution from scratch is resource-intensive, expensive, and challenging. With the optionality Visier offers to embed or build with our platform, you're beginning your journey on an analytics bedrock that was formed from the experience of a team of data scientists and the engineering of robust data models built around people analytics over 13 years. What could be a better starting point?



Accelerate Product Delivery

By partnering with Visier, you conserve development costs and accelerate the development curve significantly with instant access to our human capital management data model that helps to cleanse, harmonize, analyze, and define all the scattered data your customers collect and produce, as well as the inter-relationships among those data dimensions. In addition, rather than creating your own metrics, you tap into our ready-made library of over 2,000 metrics to create meaningful visualizations and dashboards on-the-fly.



Measure Product Adoption

A product is only as successful as its adoption rate. Visier's embedded analytics platform offers product intelligence so you can easily monitor usage of analytics by your customers—at no extra cost. Understand what they are using and gain insights into where to invest and what metrics are important. These features are often offered at an additional cost when hosted by other platforms.



Understand Customer Impact

Understanding your customer's data can surface insights that allow you to confidently explain the impact your product is having on the customers you serve. For example, how have you helped to positively impact employee retention, DEI, or talent acquisition and development? Meaningful customer intelligence data equips you to become a thought leader in your space and helps your customers easily prove the ROI of choosing your product.



Faster Time-to-Value

Your customers already want people analytics, now. Partnering with Visier to embed the leading people analytics solution and sell analytics with your platform today will give you a decisive competitive edge and faster route to market.

About Visier

Visier's purpose is to reveal the human truth about your workforce and contribute to a better future. Visier was founded to focus on what matters to business people: answering the right questions, even the ones a person might not know to ask. These questions shape business strategy, provide the impetus for taking action, and drive better business results. Visier delivers fast, clear people insight by using all the available people data, from all available sources. With best-practice expertise built in, decision-makers can confidently take action.

Thanks to our amazing customers, Visier is the market leader in Workforce Analytics, with more than 25,000 customers in 75 countries around the world. Our award-winning people analytics continue to be recognized for innovation, user experience, and vendor and customer satisfaction by trusted sources like [Gartner](#), [G2](#), [TrustRadius](#), [RedThread Research](#), and [Sapient Insights Group](#).

For more information, visit visier.com/embedded

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