People Analytics

Problem

MSF does not currently have good estimates on the staff required to meet future field needs. As a result, effectively staffing MSF programs to support medical interventions is often a challenge.

Proposed Solution

Apply statistical modeling, predictive algorithms and future-state simulation to MSF's HR data to develop a HR pipeline tool which produces metrics that can forecast field worker attrition and retention and aid in workforce planning.

Potential Impact

- Retain a high quality, productive MSF talent pool to meet current and future field needs
- Rigorous HR decision making
- Expedite decision making related to HR supply and Ops demand

Viability

- Support from the HR Platform to use statistical data-based analysis for HR Talent Pipeline

Risk Mitigation

- Conducted initial tests to test validity of process; leveraged expertise of Wharton
- Tight focus (Medical Coordinators) to generate specific, actionable data during initial scope

Scalability

- Developed with flexibility and applicability for various OC data and contexts
- Close coordination with Symphony to ensure interoperability and potential integration

Area/Type: HR, Learning and Development; Incubator
Sponsor/Support: MSF USA
Length/Project Status: 6 months; ONGOING