

AI-driven Predictions Parental Leaves

Minimize Productivity Implications

Some organizations have strong business cycles: retail industry and the holidays, education and summers, Accounting firms and tax seasons. Having accurate predictions around parental leaves allows for accurate proactive staff augmentation – like having time for temporary staff to be identified and contracted, or planning strategic projects in advance when you have a deeper bench. Having an ongoing, accurate estimate at your fingertips makes these processes seamless and low stress.

Accurate finance forecasts

Finance managers use these predictions to more accurately forecast upcoming labor and delivery health care costs.

Benefits design

Long range planning can assess trend changes that may influence benefits design to ensure the organization is evolving and changing alongside the needs of their employees and families.

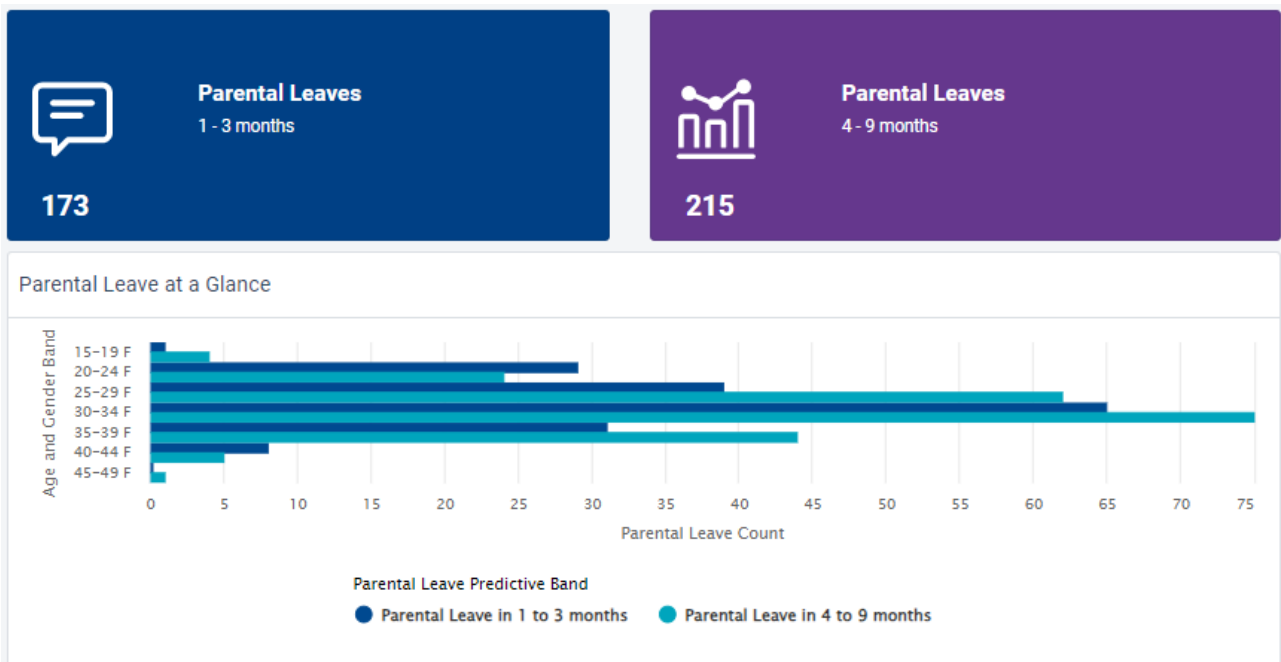
How does it work?

First the predictive model assesses the number of likely newborn deliveries using medical claims data.

Next, the model calculates the expected deliveries for the next 1-3 months and 4-9 months, extrapolating for parental leaves based on enrollment and relationship data.

Results and details

Users see a breakdown of likely leaves by member age band and by relationship (employee, spouse, dependent). A probability score improves the accuracy of each segment for increased accuracy.



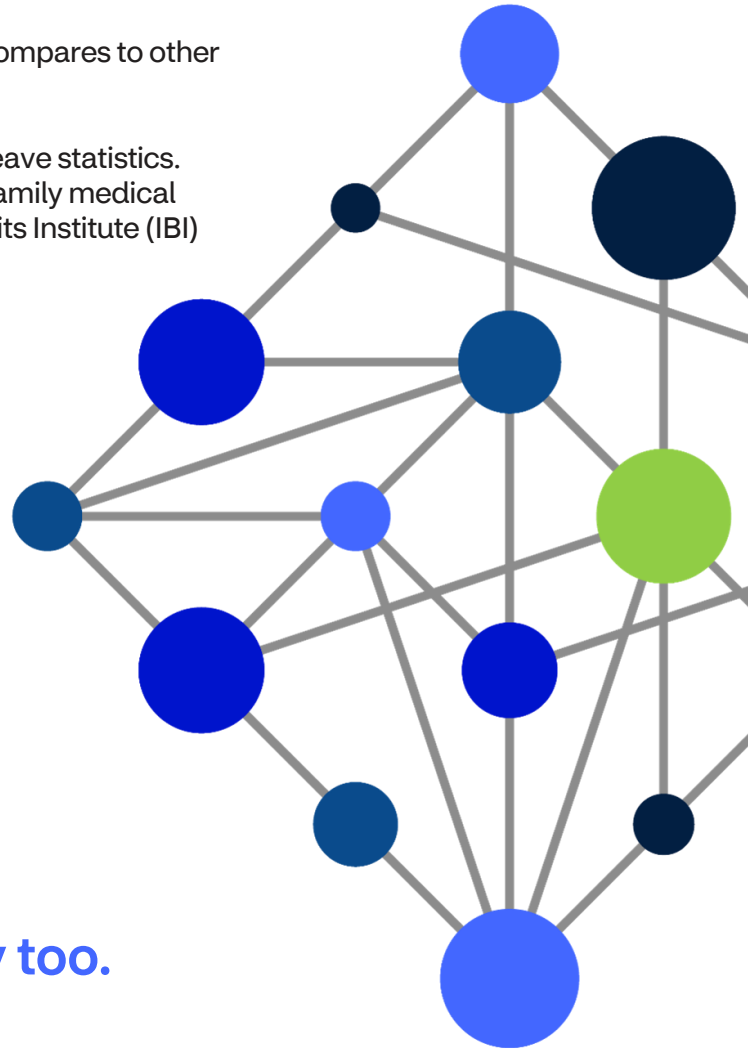
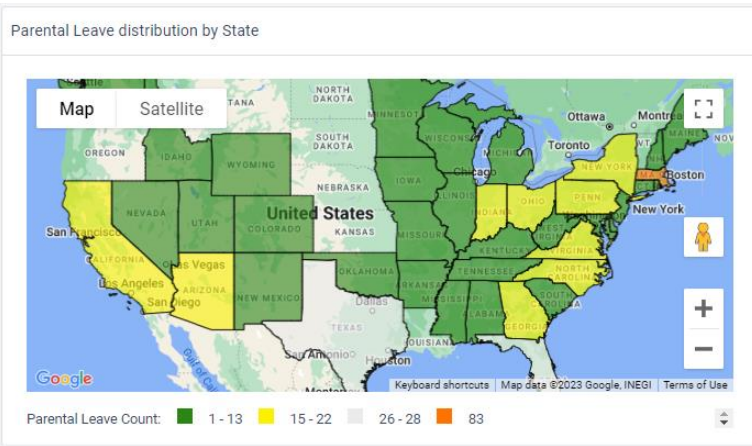
Cool feature: Market trends insights

Yes, of course everyone really wants to know what the predicted outcomes for their own population will be.

But once you know that we often start to wonder how that compares to other companies like ourselves.

So why not have both? HDMS Enlight lets you compare to leave statistics. You can investigate known short-term disability (STD) and family medical and leave (FML) benchmarks, powered by Integrated Benefits Institute (IBI) at the state-level or by industry.

See predictions by location.



Not just predictions – probability too.

Leave Distribution with Member Relationship

Year Month	Parental Leave Predictive Band	Member Relationship	Parental Leave Count	Parental Leave Probability Score
202202	Parental Leave in 1 to 3 months	Employee	126	75.84%
		Spouse	33	74.36%
		Dependent	14	71.14%
		Summary	173	75.18%
	Parental Leave in 4 to 9 months	Employee	162	65.93%
		Spouse	37	65.90%
		Dependent	16	59.76%
		Summary	215	65.46%



Analytic results vary for each population.

Health Data & Management Solutions provides health data and analytics solutions to payors. Based on the unique needs, healthcare consumption, and costs for each organization, analytic results will vary. We'd love to help you learn more about your population.