

Workforce Success Index (WSI)

Know how competitive your workforce really is and where to invest to win talent and performance



Why WSI matters

Organisations make critical workforce decisions every day; where to invest, which sites to prioritise, how to improve attraction and retention – often without a clear, comparable view of performance.

The Workforce Success Index (WSI) removes ambiguity. It provides an objective, market-referenced measure of site competitiveness and workforce success, enabling leaders to focus investment where it delivers the greatest return.

What is WSI?

WSI is a benchmarking and scoring framework that measures how well a client site performs relative to area and industry peers across the factors that matter most to candidates and workers.

It translates complex workforce, attraction and experience drivers into a clear, defensible score, allowing organisations to identify strengths, expose gaps and act with confidence.

What WSI measures

✓ Local & industry competitiveness

How attractive and competitive your site is within its labour market and sector.

✓ Candidate & worker priorities

The drivers that directly influence attraction, engagement, productivity and retention.

✓ Relative site performance

A single score that compares sites over time and against peers, highlighting risk and opportunity.



Features & Benefits



MARKET-REFERENCED SCORING

- ✓ **Feature:** Standardised scoring that benchmarks each site against area and industry peers.
- ✓ **Benefit:** Understand precisely where you stand and where competitors are winning.



CANDIDATE-LED INSIGHT

- ✓ **Feature:** Measurement based on the factors candidates value most when choosing where to work.
- ✓ **Benefit:** Improve attraction quality, acceptance rates and early retention.



TARGETED IMPROVEMENT LEVERS

- ✓ **Feature:** Clear insight into why a site scores as it does and which factors will shift performance fastest.
- ✓ **Benefit:** Prioritise high-impact changes and avoid wasted investment.



ENTERPRISE-READY COMPARABILITY

- ✓ **Feature:** Consistent scoring across sites, regions and job families.
- ✓ **Benefit:** Enable confident decision-making and resource allocation at scale.



CONTINUOUS PERFORMANCE TRACKING

- ✓ **Feature:** Designed for repeat measurement within an optimisation cadence.
- ✓ **Benefit:** Evidence progress, maintain accountability and demonstrate ROI.



Benefits for your organisation

- ✓ Clear visibility of site competitiveness and workforce risk
- ✓ Stronger, more sustainable attraction and retention outcomes
- ✓ Smarter, evidence-based investment decisions
- ✓ Reduced reliance on anecdote and internal bias
- ✓ Clear workforce performance narrative for executives and site leaders.



How WSI helps you win

WSI shows where you are over-investing, under-performing or being outpaced by peers and directs attention to the actions that will most improve workforce outcomes.

By aligning investment to what candidates and workers value most, organisations can strengthen performance, reduce risk and build a more competitive, resilient workforce.

WSI gives leaders an objective, market-referenced view of workforce success, so they can target improvements with confidence and prove impact.



READY TO GET STARTED?
Talk to us today.