

PARiTA's Workforce Analytics Platform & its Impact on Utah's Workforce Strategy & Programs



PARiTA, the
workforce
analytics platform
**that transforms
the job of HR
leader to
Chief Impact
Officer.**



We provide people leaders
with the insights they need, every day, to
reduce inequities and risk

=

**greater
engagement, retention, innovation,
and productivity**



Gender | Race | Age | LGBTQ+ | Disability | Veteran Status | Generation

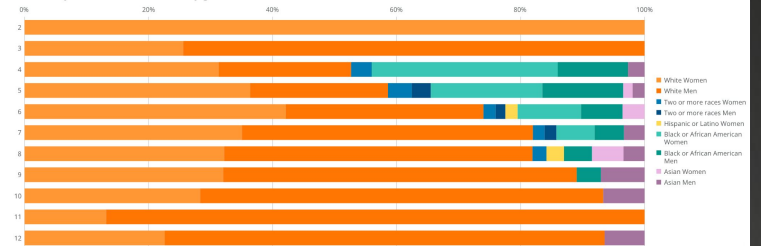
Intuitive
dashboards
designed for
HR leaders.

PARiTA helps you measure what matters:

- The employee life cycle - recruitment to attrition
- Compensation/pay gaps down to the department head level
- Intersectional views to see the real story behind the data
- Sorts by Division, Zip, Department, and more
- Industry benchmarking
- Longitudinal tracking
- Downloadable reports

INTERSECTIONAL VIEW

Attrition by Race and Gender and Pay grade ①



Think of
PARiTA
as an early
warning
system, full of
insights.



People leaders need to know
**what their employees are experiencing and
understand where potential gaps are in
supporting them. Every day.**

PARiTA complies with the most stringent compliance requirements in the US, UK, EU, and EMEA.

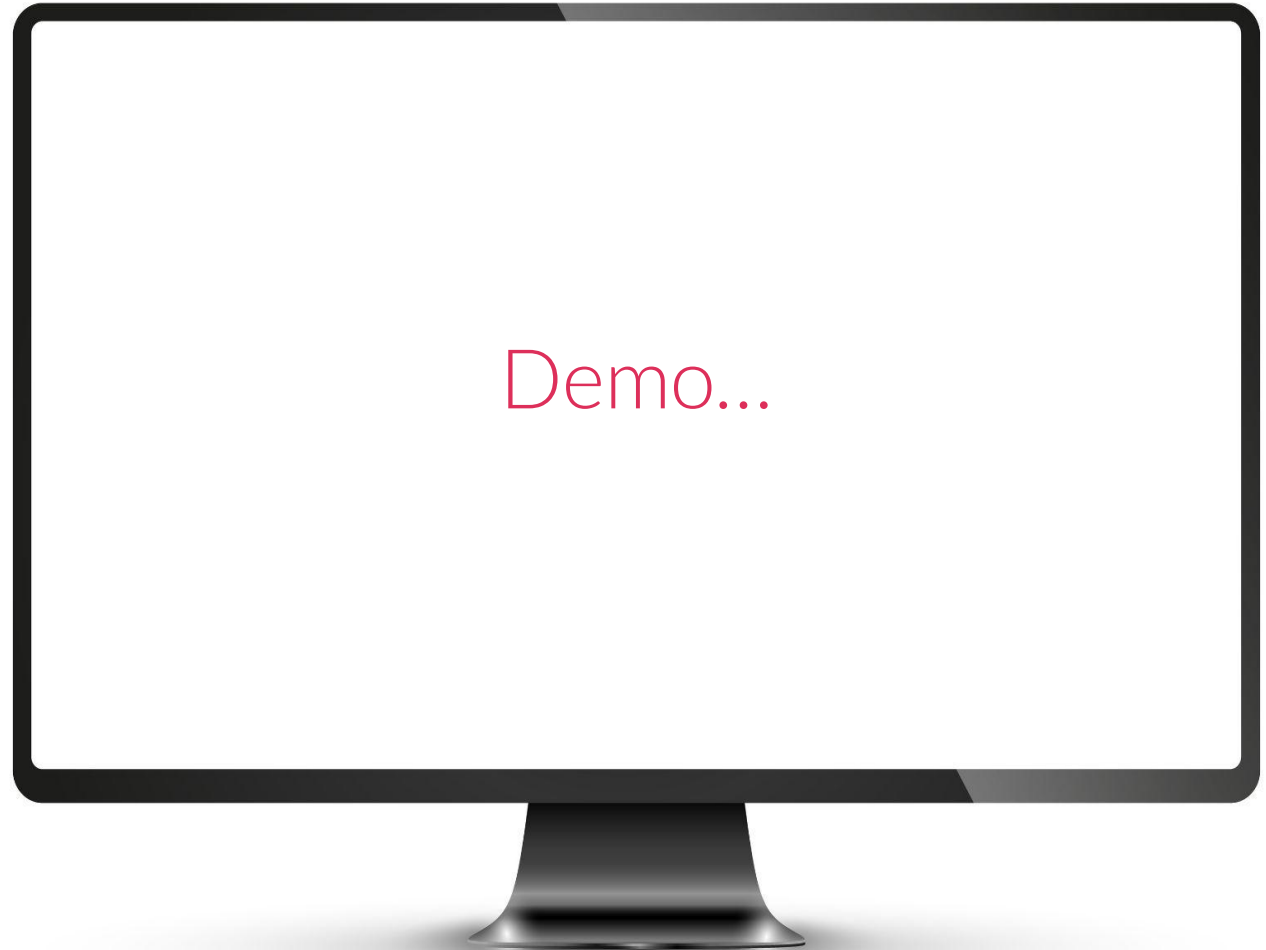


Privacy and security are our top priorities, so our customers can sleep well at night.

- Compliant with SOC, SOC II, HIPAA, GDPR, HiTrust, ISO/IEC 27001 and more
- No personally identifiable information (PII) is collected
- Employee ID numbers are not stored but rather replaced with computer generated numbers
- Organization name is not stored with company data
- Data is hosted on Amazon servers (AWS and RDS) used by Fortune 100 and 500 companies worldwide
- We engage an independent cyber security auditor to monitor our system and processes each year



Seeing is
believing.



PARITA™


Case Study:

State of Utah



Update on our Recruitment Strategy

The Problem: Who we are vs. Who we serve (Perspectives)

We used PARiTA to look at our data intersectionality:

- Internal/External representation
- Recruitment by level
- Promotion pipeline

Impact:

- Community integration
- Outreach
- Skills based hiring



Case Study:

State of Utah



Update: Meaningful Initiatives

The Problem: Intent vs Impact

We used PARiTA to identify areas of opportunity

- Goal setting
- Strategic development
- Gap identification

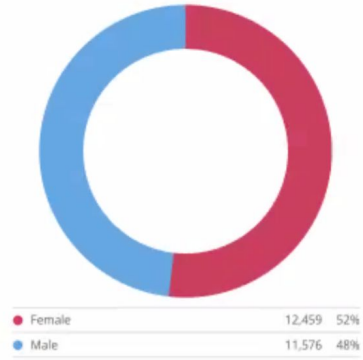
Impact:

- Development of a Values Framework
- Leadership Focus
- Culture focus

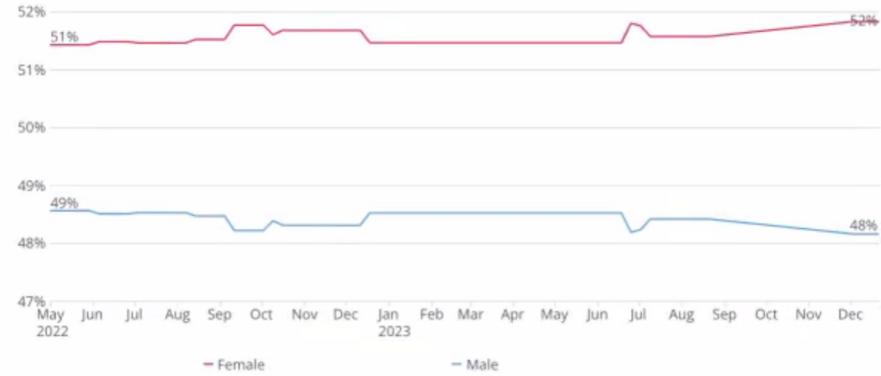


We clearly saw the results of executing on our strategies toward our goals.

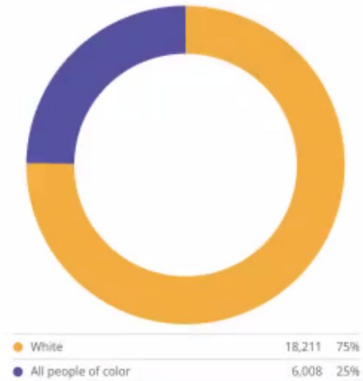
Percent Employees by Gender ①



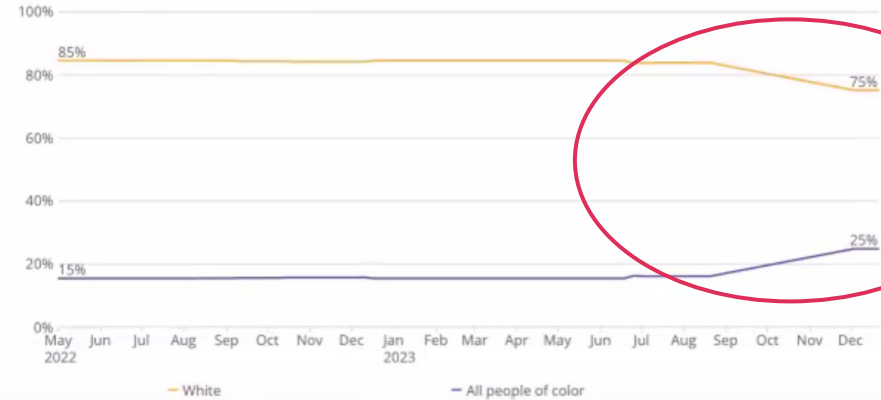
Percent of Employees by Gender Over Time ①



Percent of Employees by Race/Ethnicity ①



Percent of Employees by Race/Ethnicity Over Time ①



But did we hit
our targeted
group?

Percent of Employees by Race/Ethnicity Over Time ⓘ



Case Study:

State of Utah



New Insights with PARiTA:

Insight #1: Employee Life Cycle

Insight #2: Initiative Support

Insight #3: “Driver”

“Data is where we are, not who we are.”



Special Offer for
NASPE Members:

**40% discount
through March
31st, 2024**








Questions?

Contact
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Seeing is
believing.


Implementation is a breeze!

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 →
 →
 →



Onboarding

Upload through our direct API integrations with leading HRIS systems or through a simple CSV upload.



Support

We're there for you every step of the way. Typically, you'll be up and running in a matter of days or even hours.

Coming Soon:

- **Benchmarking**
- **AI Analysis, Insights and Recommendations**
 - Natural Language
 - Targeted 'best practice' recommended actions
- **PARiTapulse - Employee Surveys & Survey Integrations**



PARITA™

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