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Evolving Workforce and Workplace in the Wake of Covid

Unlocking Insights from Workforce Data

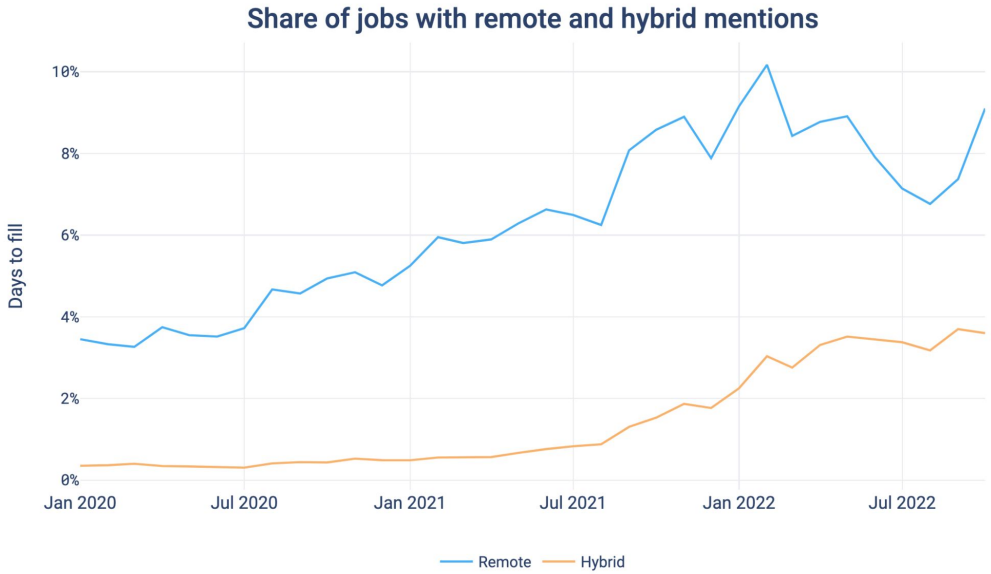
Lisa K. Simon
Senior Economist, Revelio Labs

November 7, 2022

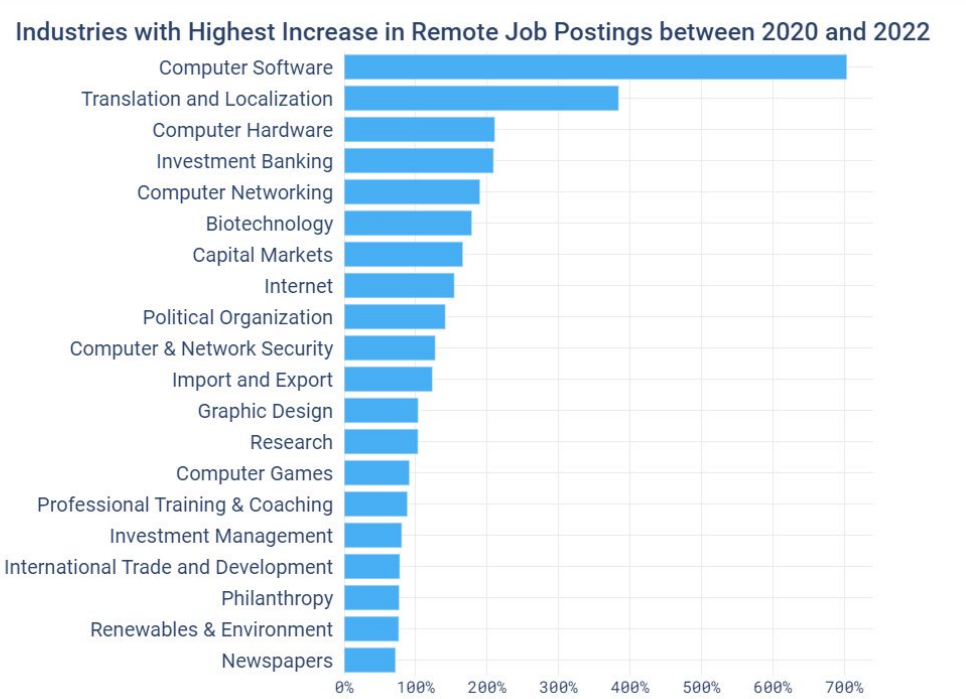
A new way of working

A new way of working

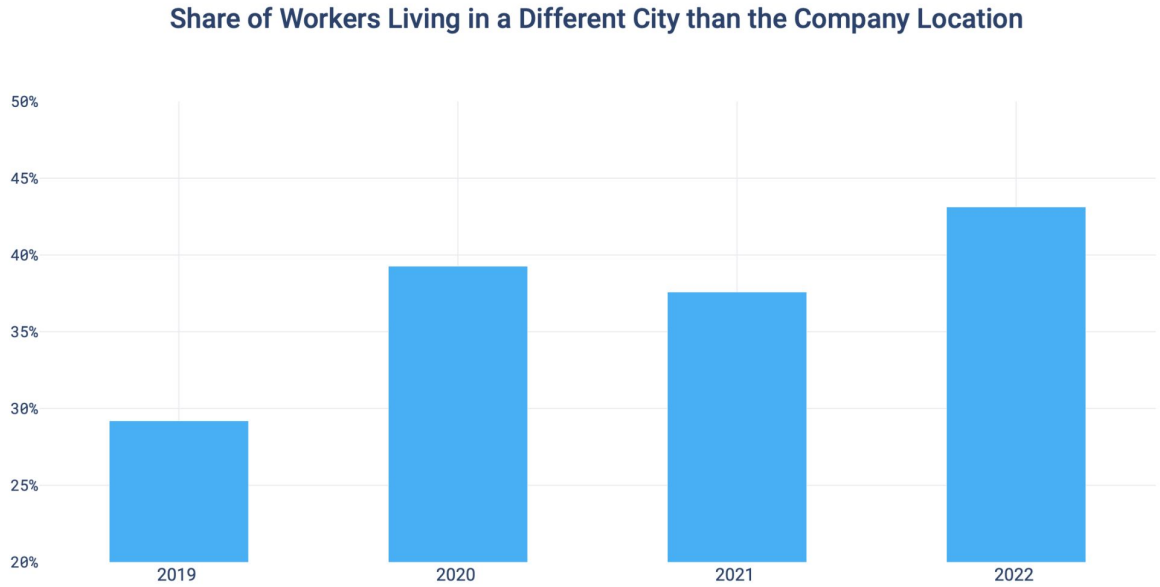
- The pandemic came with an unprecedented shock of how work gets done



Especially in our lines of work

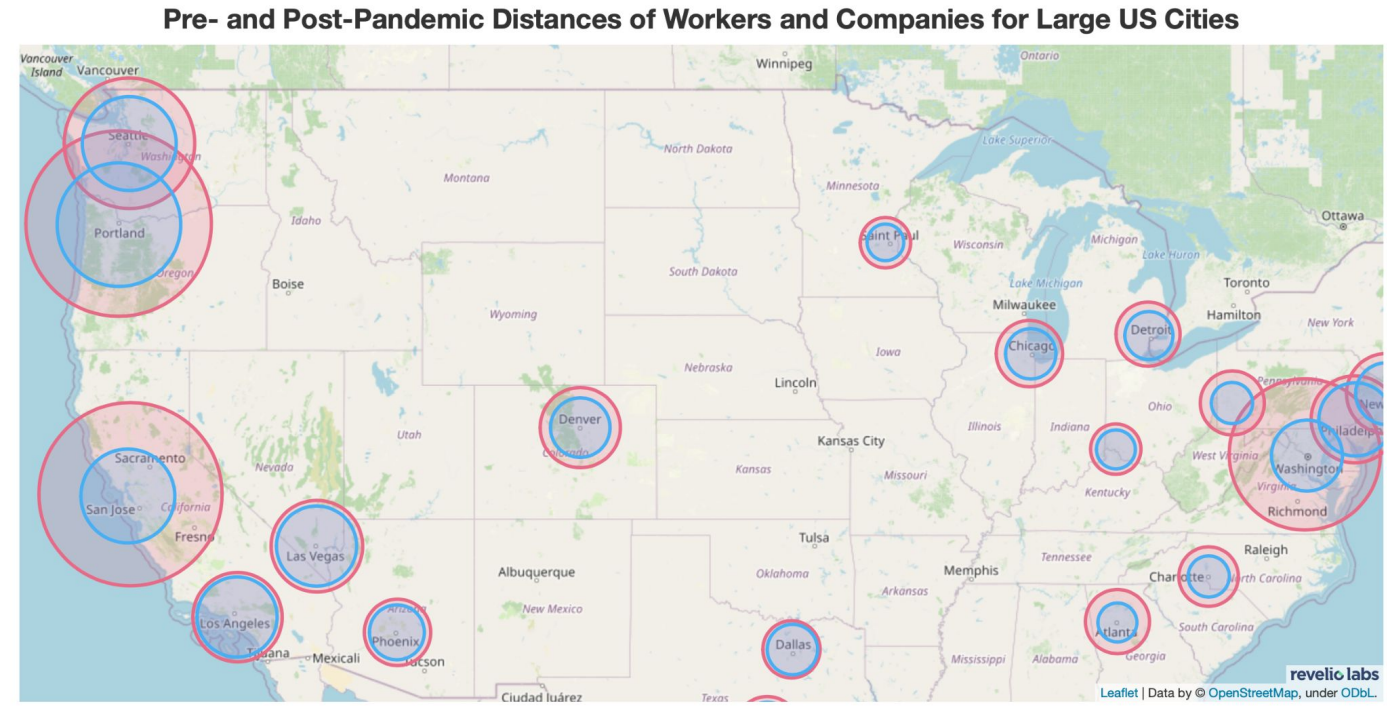


In 2022, workers decided that remote work was here to stay

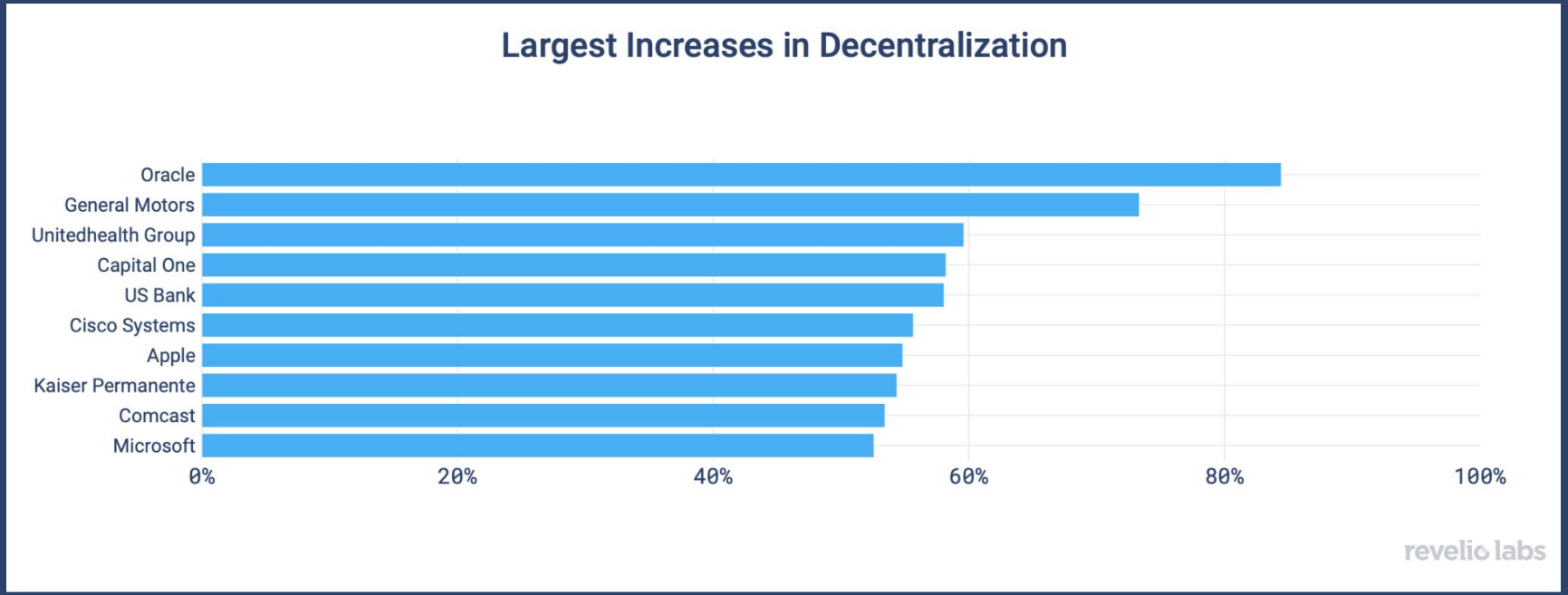


In 2022, workers became more committed to not living where their jobs are.

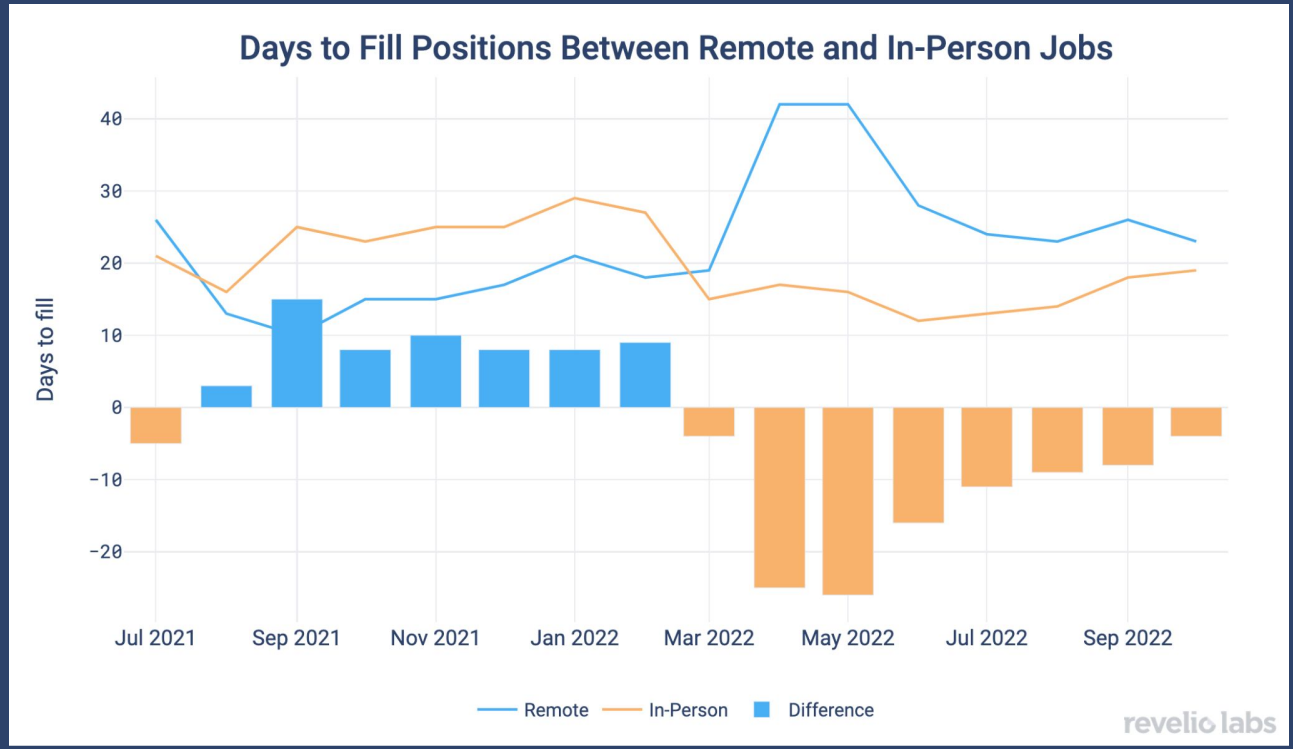
Decentralization of Employees affected High Cost Tech Hubs disproportionately



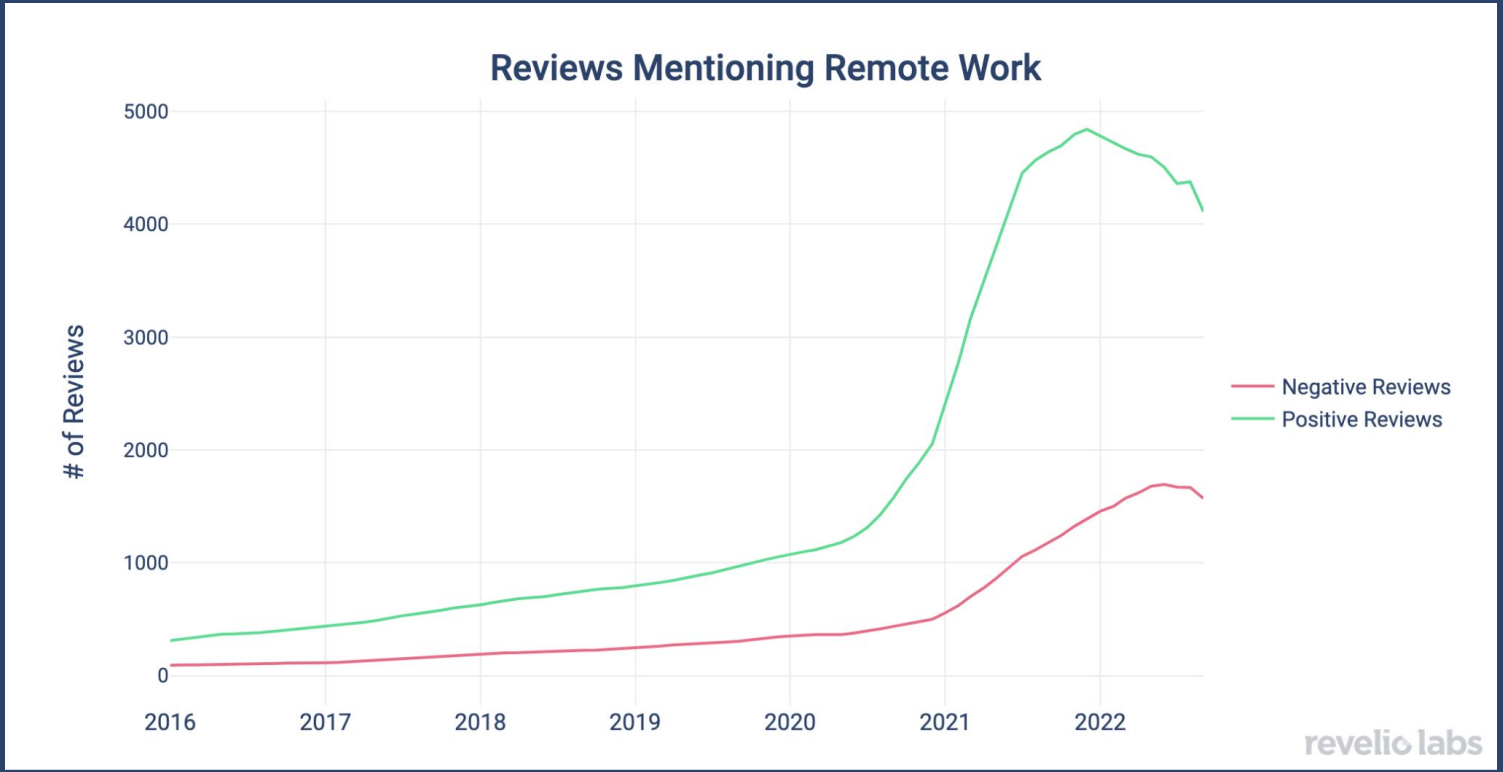
These companies will find it the hardest to go back to the office full-time



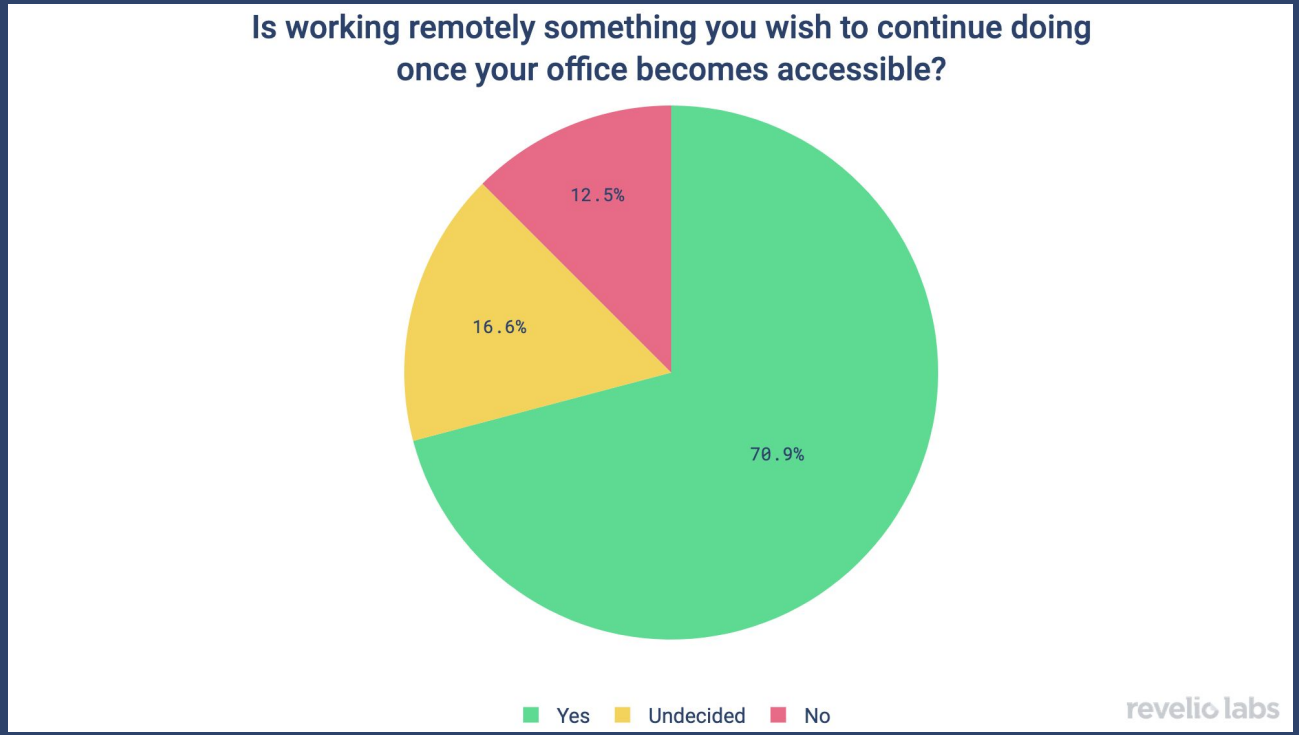
Recently it has become easier to hire in-person again



How do employees feel about remote work?

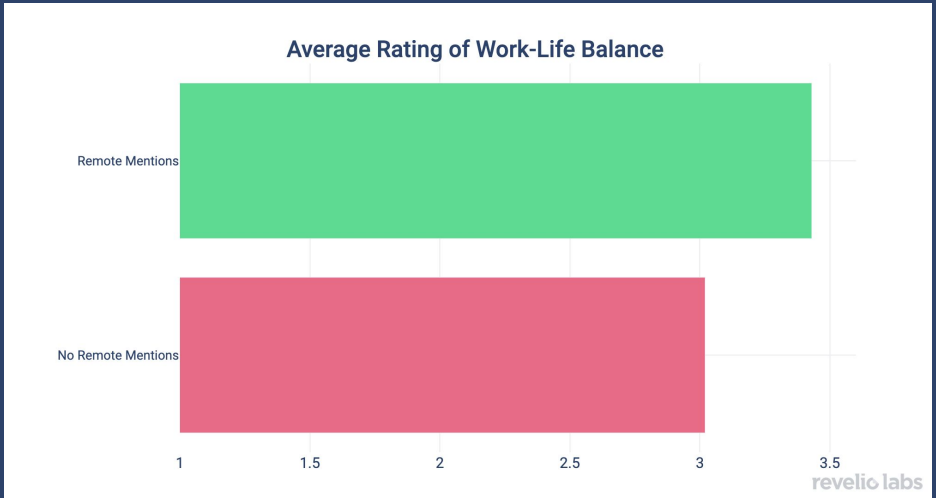


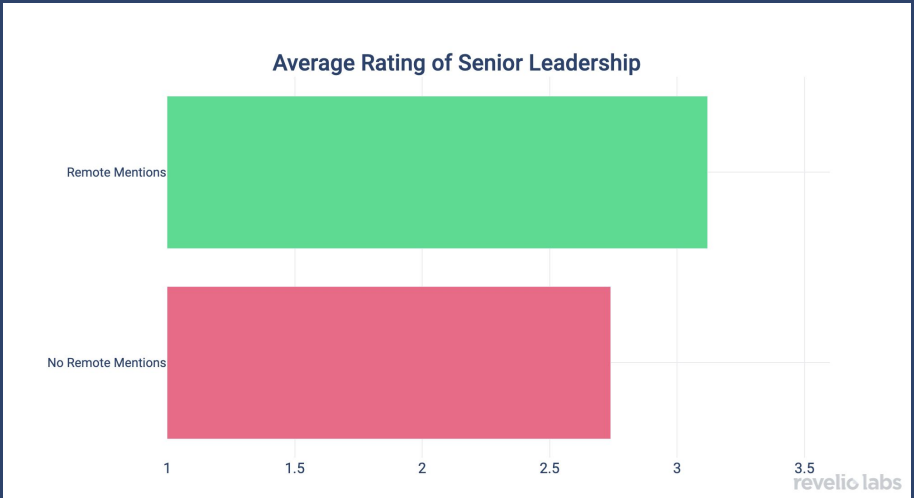
Going back 5 days a week will be almost impossible



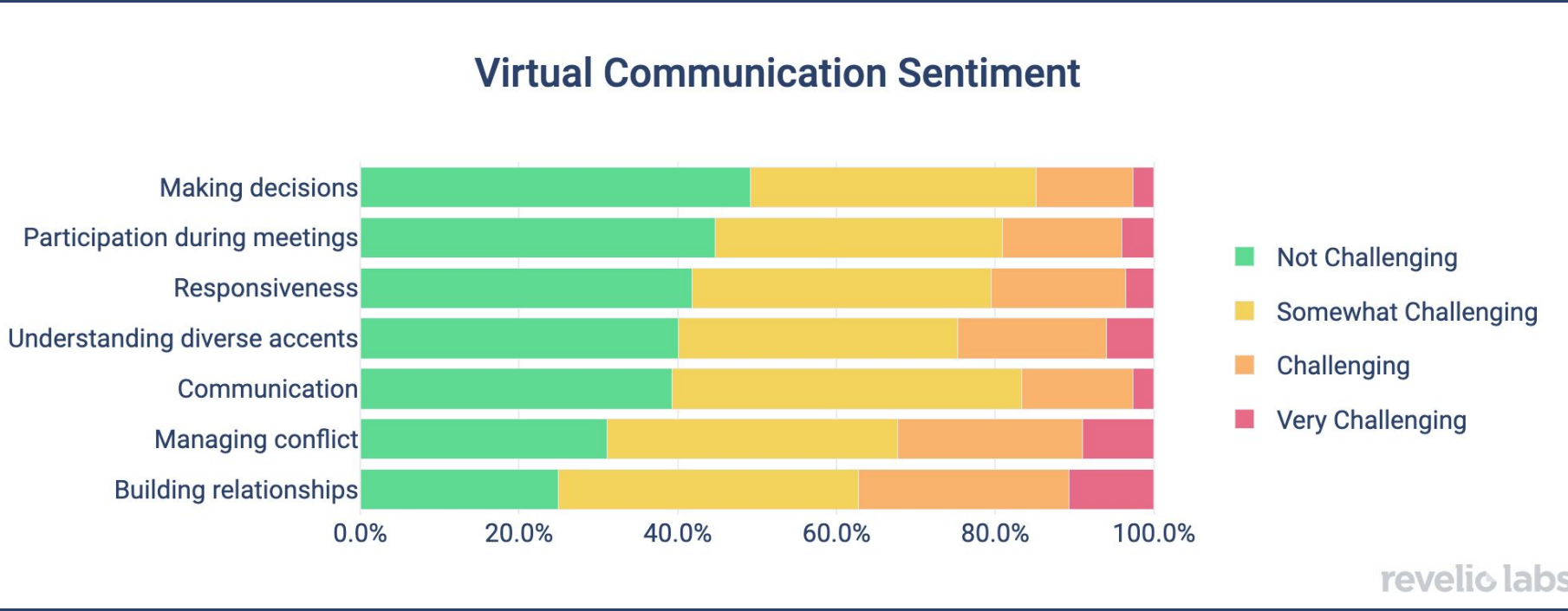
Results from our collaboration with RW3 CultureWizard with 2,600 respondents

Employees really value the trust placed in them



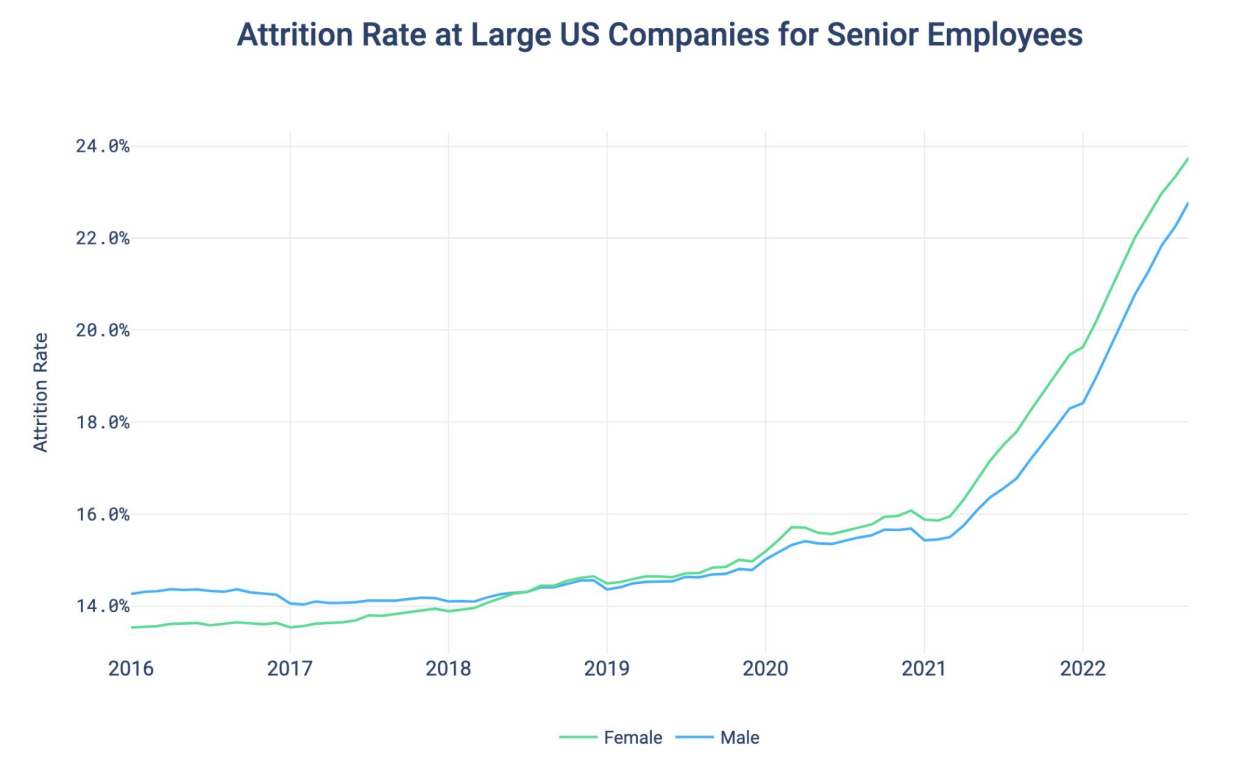


Decisions are easy, relationships are harder

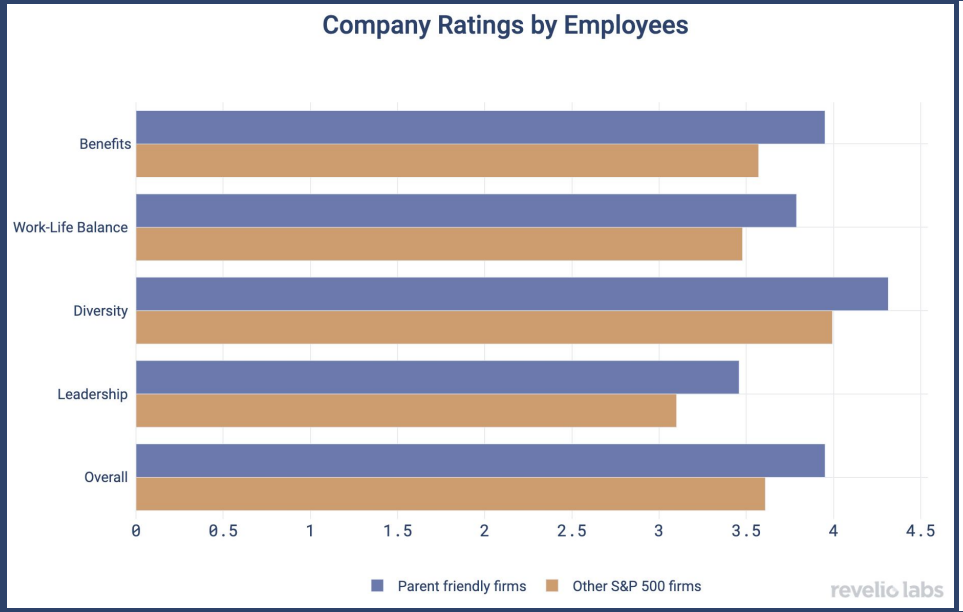


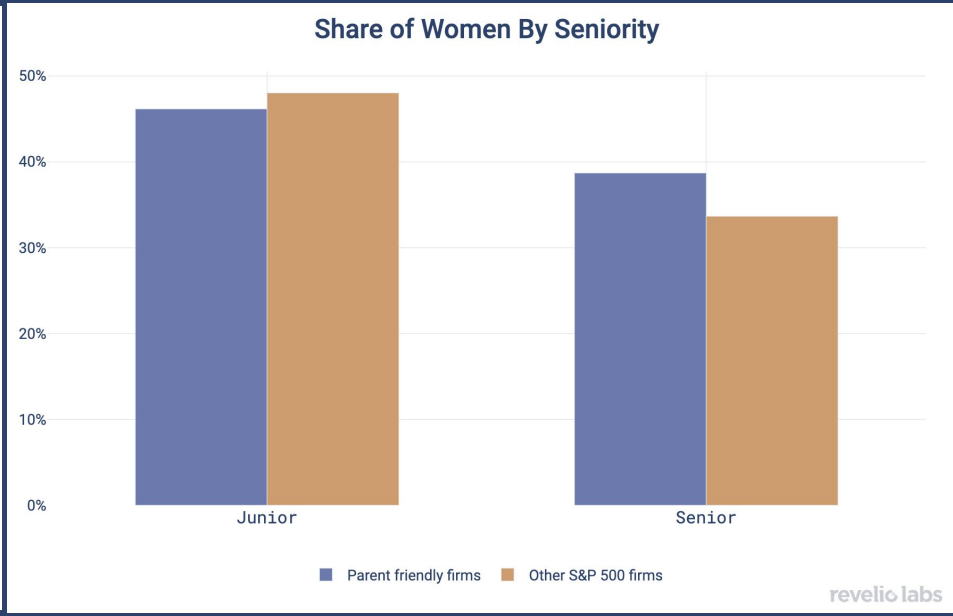
The Unequal Impact

Attrition rates for senior female employees have permanently diverged since the start of the pandemic

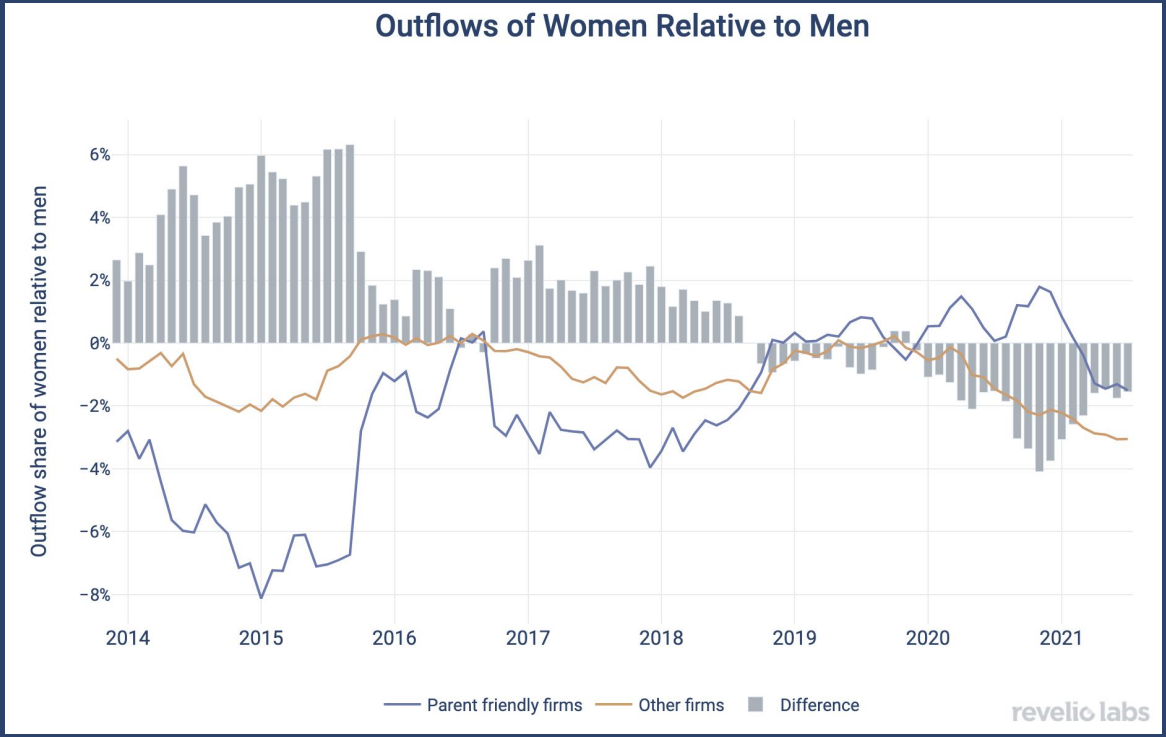


Good parental benefits can be key for female career development

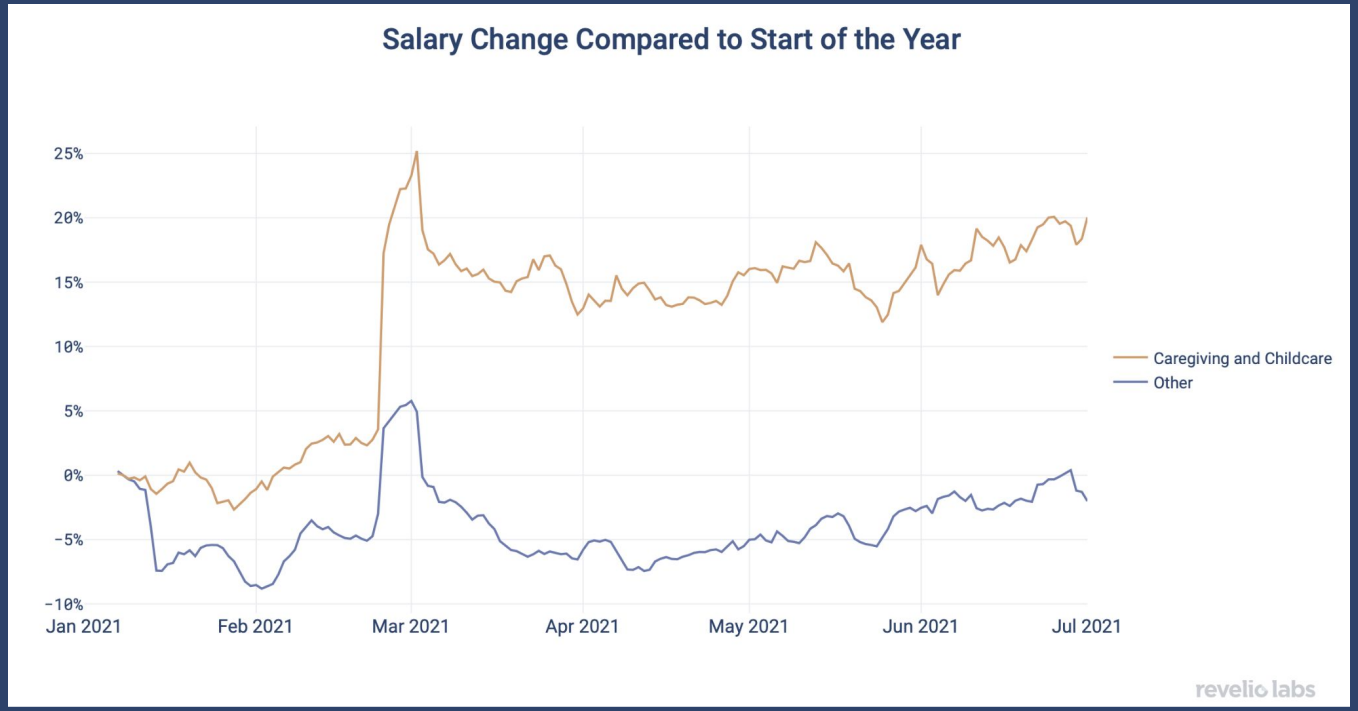




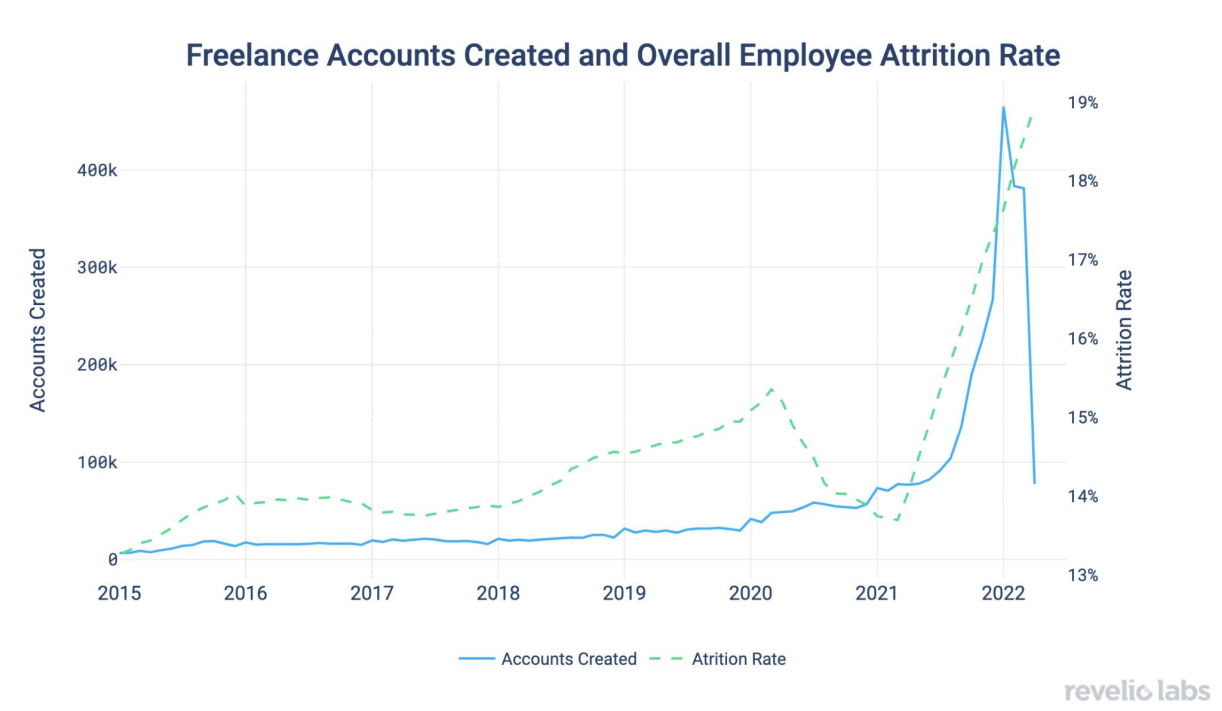
But, in the height of the pandemic, not even good parental benefits were enough



The price of childcare exploded during 2021



Not only job quits increased - but also freelancing



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lisa@reveliolabs.com

Workforce Dataset and Use Cases

Macroeconomic Trends

- >1 M PUBLIC & PRIVATE COMPANIES
- 200 COUNTRIES
- DATA SINCE 2008
- UPDATED MONTHLY

Fundamental Research

- 1.1 B UNIQUE POSITIONS
- 630 M PROFILES
- 200 M JOB POSTINGS
- 152 M SALARIES

ESG Insights

- ETHNICITY DIVERSITY
- GENDER DIVERSITY
- LOCATION BASED DIVERSITY METRICS

Human Capital

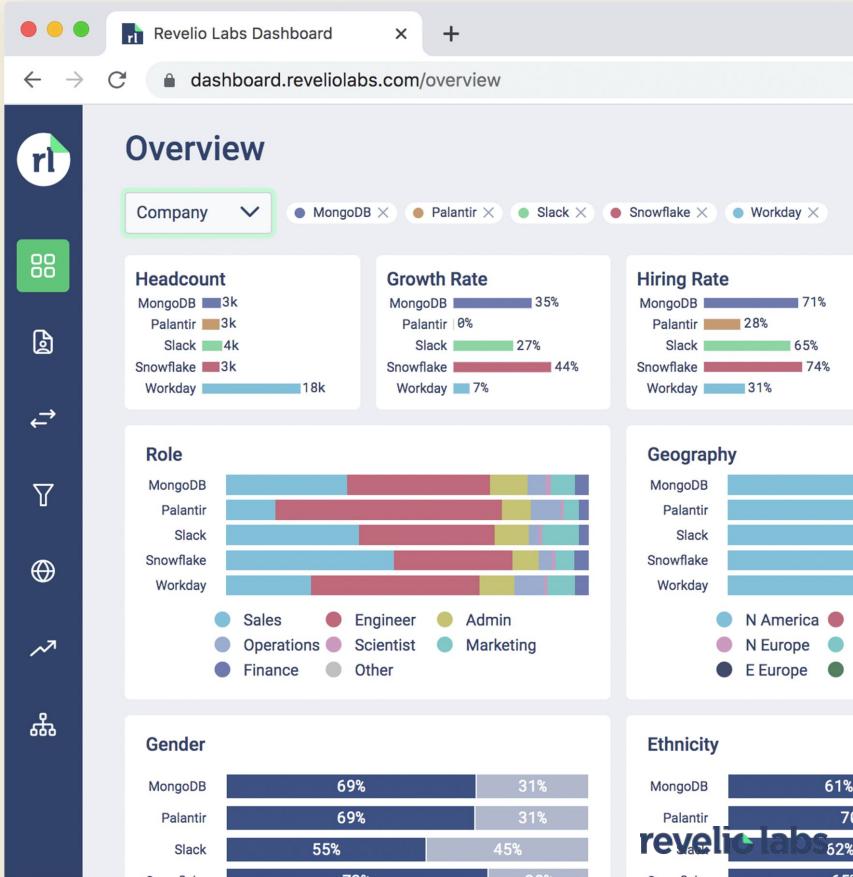
- SALARY PREDICTIONS
- COMPANY TRANSITIONS AND EMPLOYMENT HISTORY
- SKILL TRACKING
- DEGREE AND UNIVERSITY COMPOSITION

The largest hedge funds use Revelio Labs

+

Revelio Labs Workforce Intelligence

- Easily track companies
- Compare to competitors
- Analyze industry trends



How it Works

We absorb and standardize hundreds of millions of public employment records to create the world's first universal HR database, allowing us to see workforce dynamics and trends of any company.

Hundred of million of public documents

AI powered software (patented)

Universal HR database

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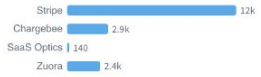
Companies › Composition

Stripe × Chargebee × SaaS Optics × Zuora × +/− Company & Industry

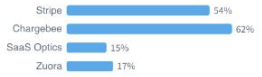
Filter

Snapshot | Over Time

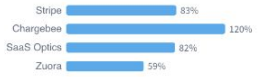
Headcount



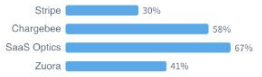
Growth Rate



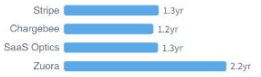
Hiring Rate



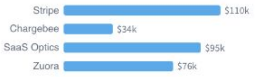
Attrition Rate



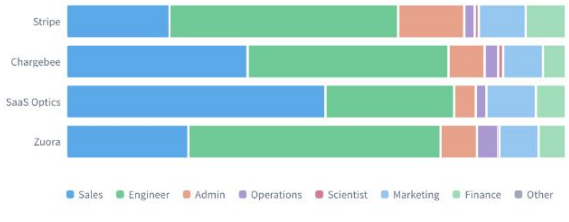
Tenure



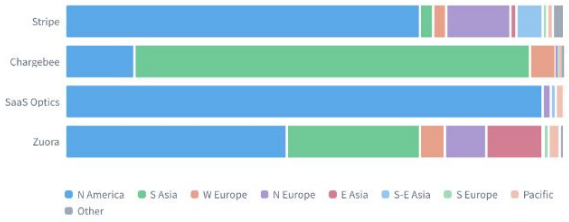
Salary



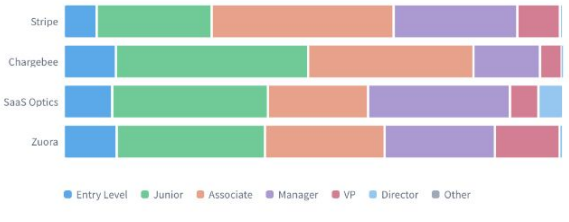
Role



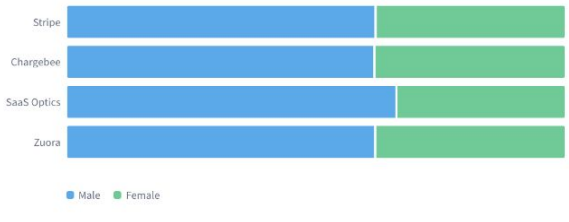
Geography



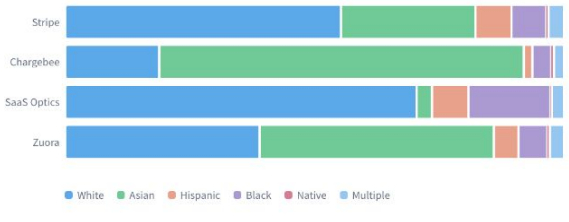
Seniority



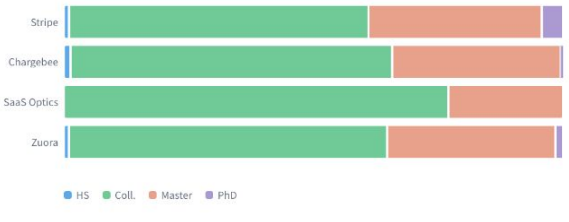
Gender



Ethnicity



Education



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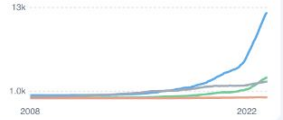
Companies › Composition

Stripe × Chargebee × SaaS Optics × Zuora × +/− Company & Industry

Filter

Snapshot Over Time

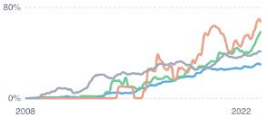
Headcount



Growth Rate

Hiring Rate

Attrition Rate



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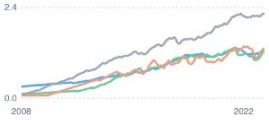

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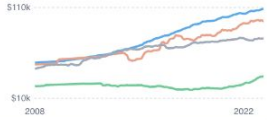
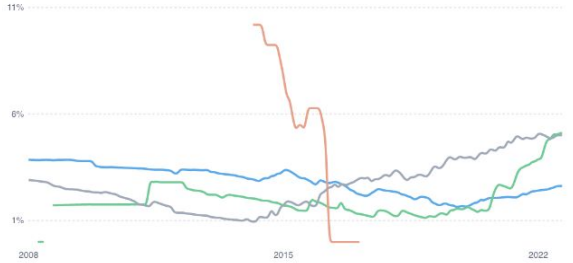


Role — Engineer

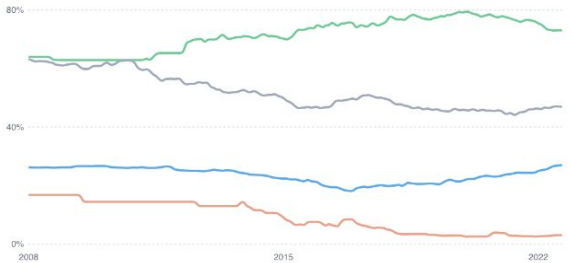
Geography — W Europe



Seniority — Junior

Gender — Female

Ethnicity — Asian



Education — College

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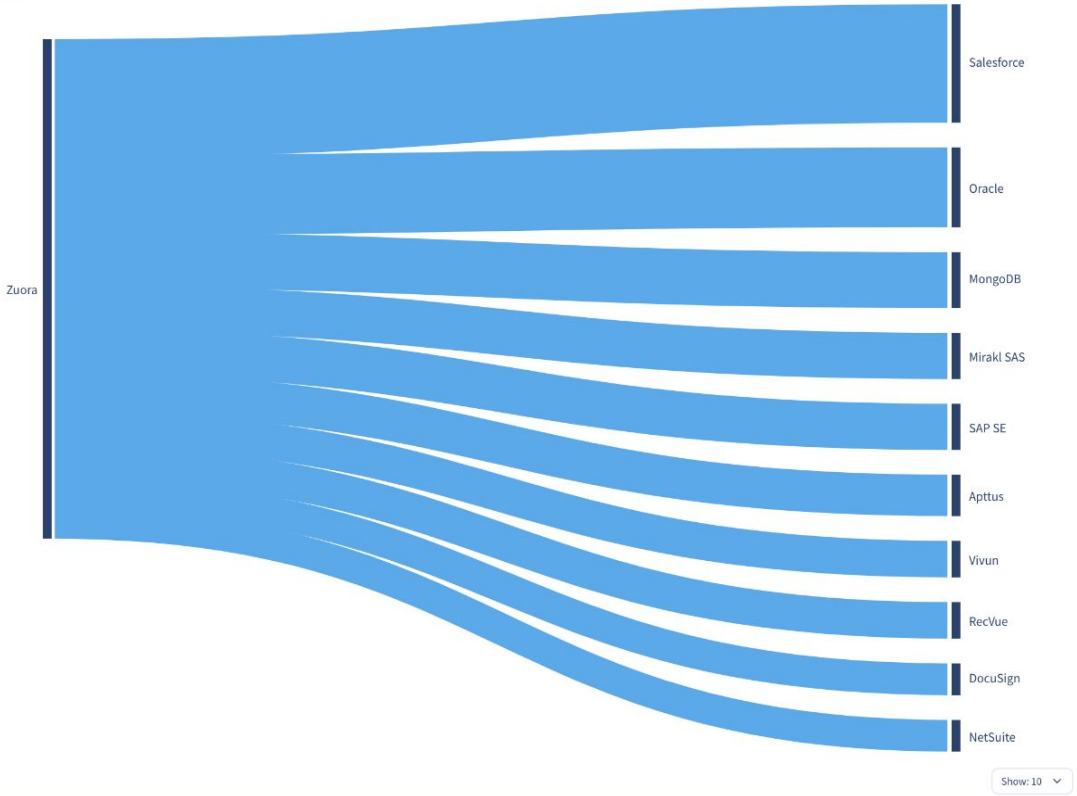
Companies › Transitions

Zuora × +/− Company & Industry

Job Category • is • Sales × Filter

Inflow Outflow

Transition



Role

Geography

Seniority

Gender

Ethnicity

Education

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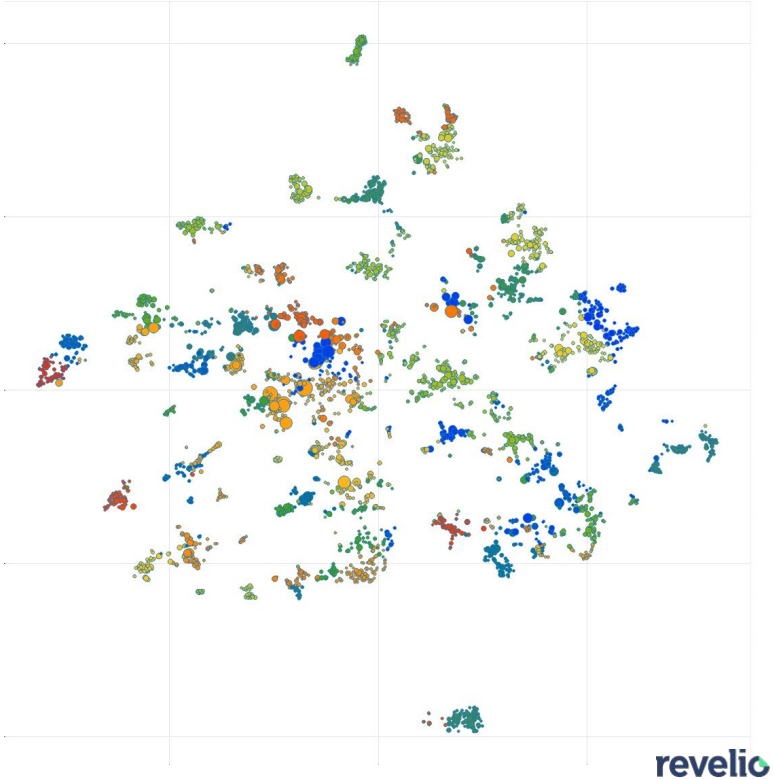
Embedding Data for Structured and Custom Analysis

>1M UNIQUE SKILLS FROM RESUMES

EMBEDDING OF WORKFORCE ACTIVITIES



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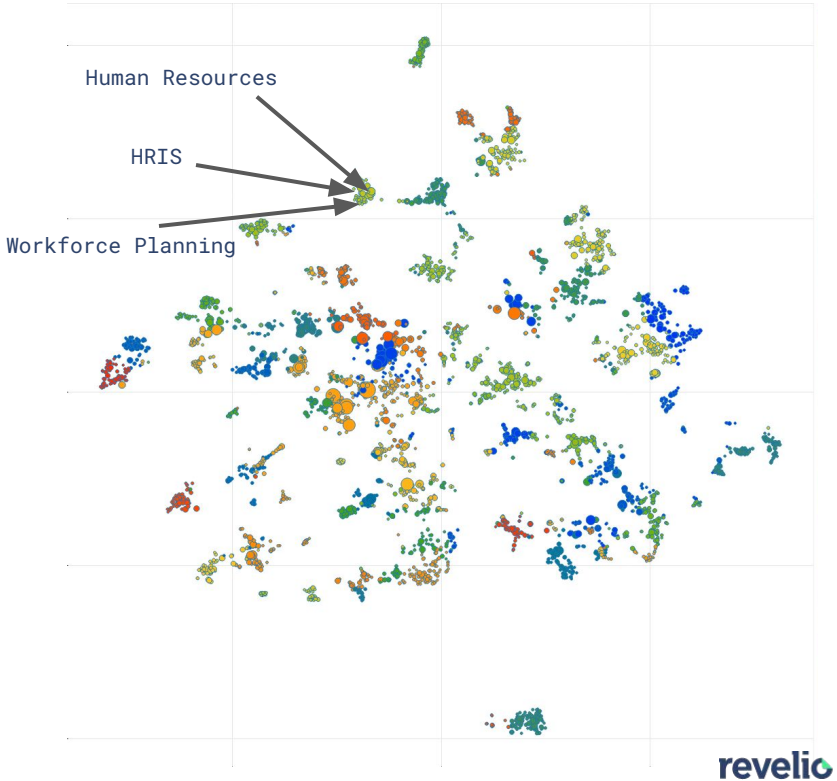

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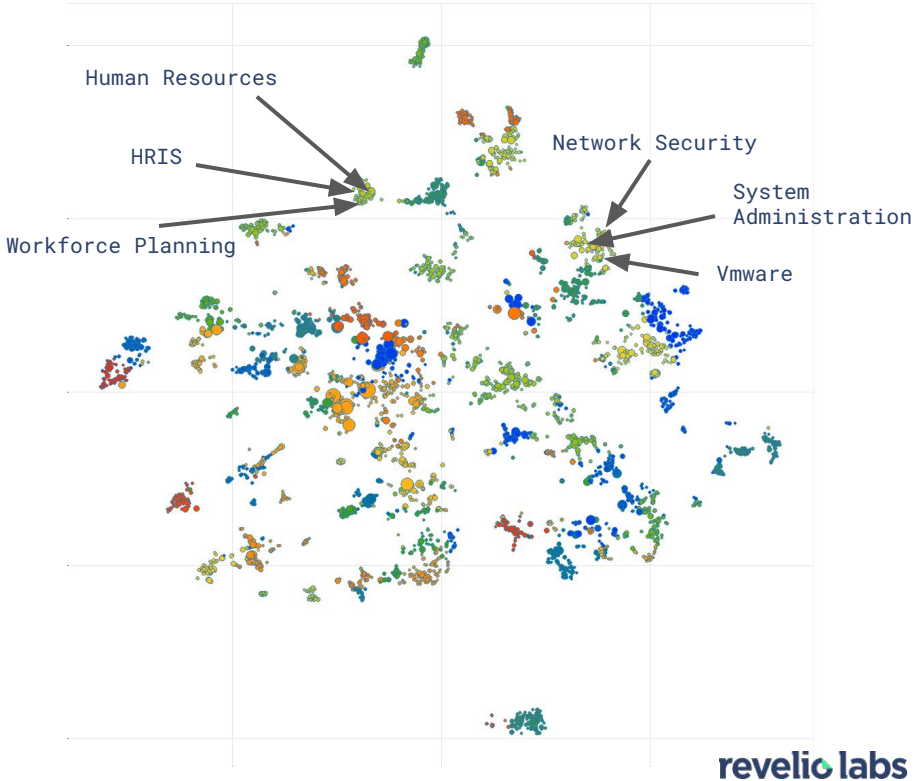

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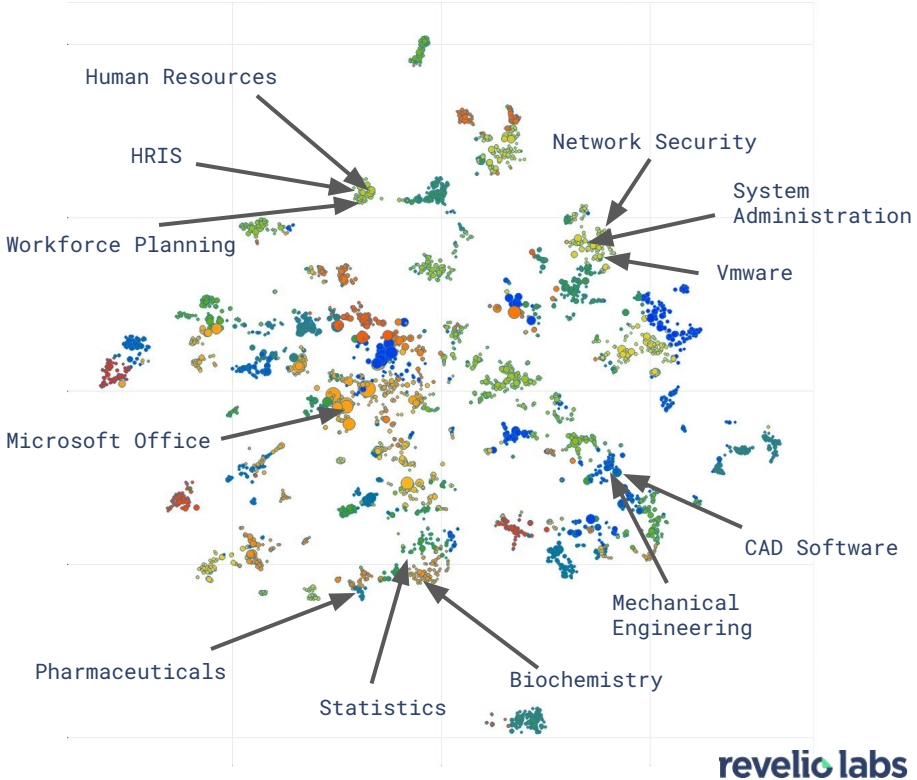

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Embedding Data for Structured and Custom Analysis

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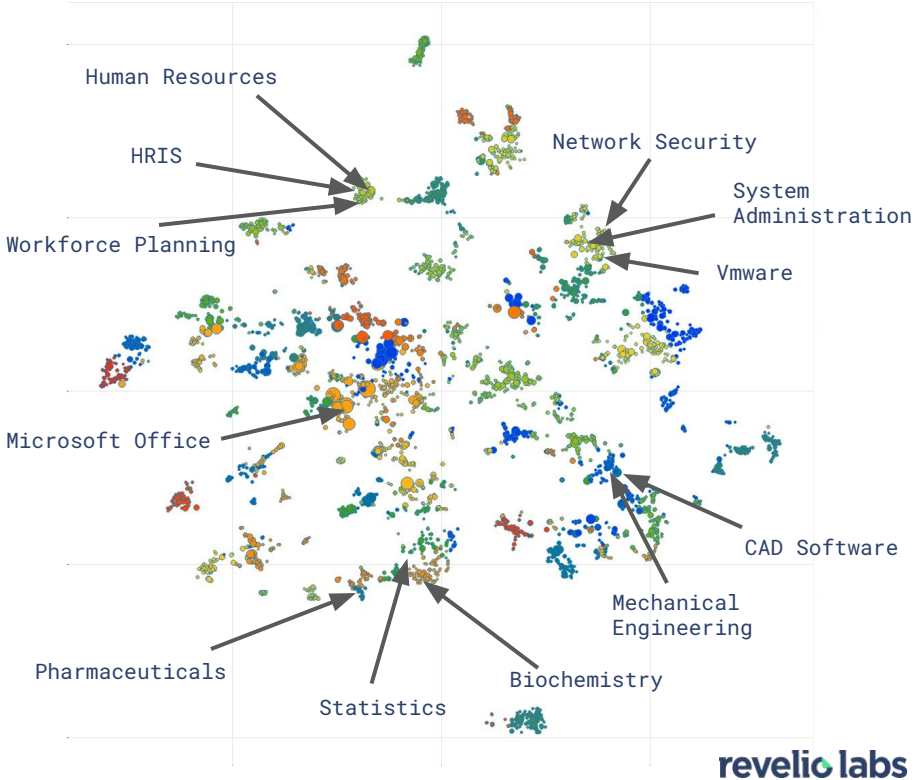
FLEXIBLE ANALYSIS, STRUCTURED DATASETS

HIERARCHICAL TAXONOMY



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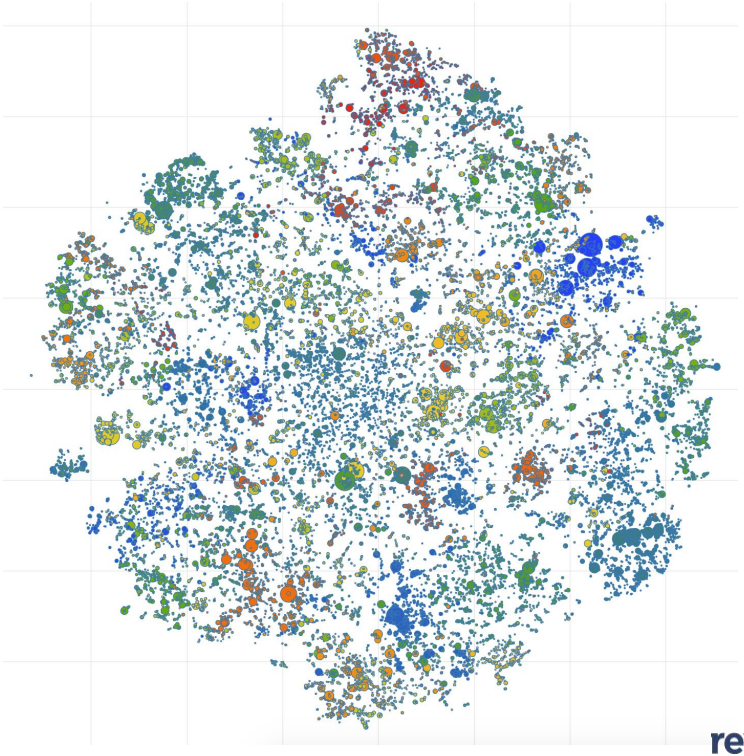
Role and Function Prediction

>200K JOB TITLES

500M JOB DESCRIPTIONS

DISAMBIGUATE ROLES

PREDICT FUNCTION



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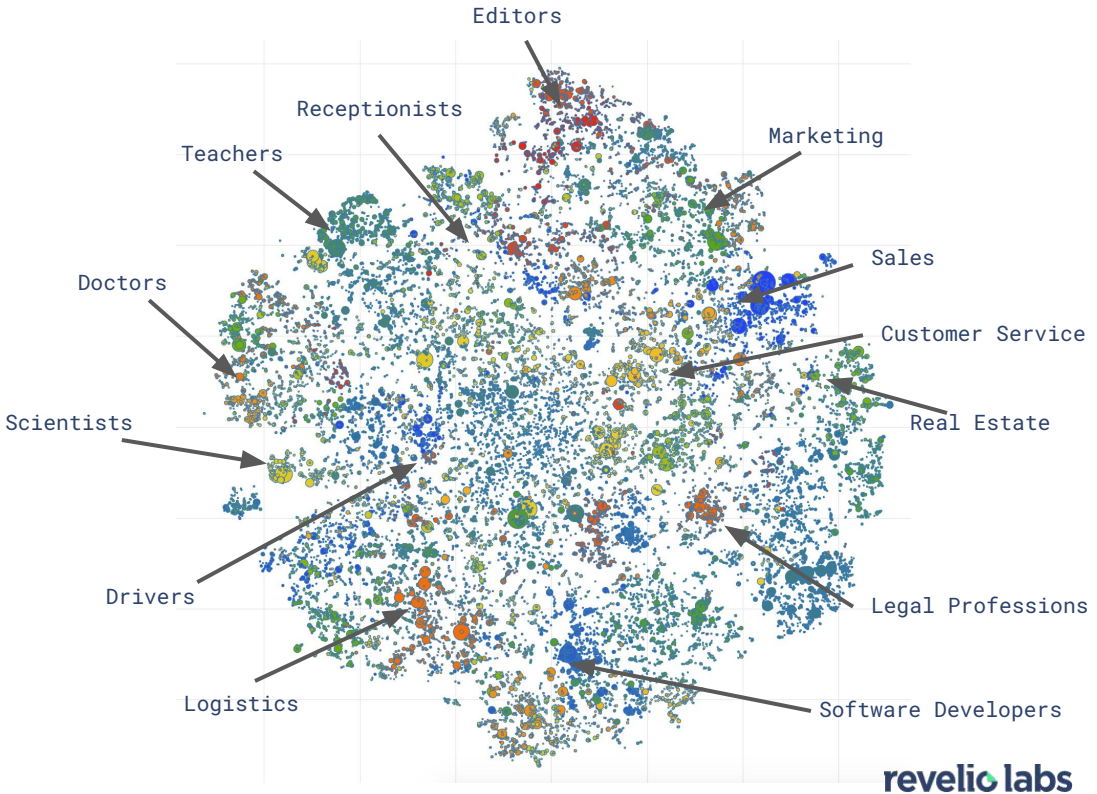

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