helps companies to make more sense out of their workforce data to support strategy design.

**Scalable workforce modeling**
In collaboration with CWI (Centrum Wiskunde & Informatica), Crunchr offers an internship to study the possibilities of creating a scalable model for predicting workforce.

A skilled workforce is one of the largest assets for many organisations. Having the right number of people at the right moment can be crucial to achieve strategic goals. Workforce planning is about balancing (future) supply and demand for workforce. This helps designing the HR Strategy: what are the recruiting efforts, how to structure the employee value proposition, where to grow leaders, how to develop and train workforce to meet new capability requirements, etc. Another important aspect is the tracking of certain statistics over time to see how different strategies perform on e.g. gender diversity.

**The problem** can be divided into several parts
- Which features predict changes in workforce (input)
- How can we track the most relevant features over time
- How to make a scalable model
  - Precision (how to handle missing or imprecise data)
  - Performance (how to add multiple dimensions)

We believe that several directions are possible and this problem can be solved analytically (mathematics), computationally (markov chain) and/or with heuristics. It is up to the student to find a suitable method. We aim for a solution that can be implemented in to our product.

The partnership of CWI and Focus Orange provides the perfect opportunity to apply theoretical knowledge in a real-world business problem. For more information, please do not hesitate to contact Priy (priy@crunchrapps.com).