

# ConstructionSkills Gains Organisational Visibility and Management With OrgPlus from HumanConcepts

Submitted by: PR Artistry Limited

Tuesday, 12 January 2010

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Workforce planning software provides up-to-the-minute workforce data for senior managers and HR team, creates a tangible ROI within 2 months

Exeter, United Kingdom — 12 January 2009 — HumanConcepts (<http://www.orgplus.co.uk>), the leading provider of workforce decision support solutions, today announced that ConstructionSkills, the Sector Skills Council construction industry, has implemented OrgPlus. With over 1400 employees and more than 15 different locations around the UK, ConstructionSkills uses OrgPlus to provide visibility into organisational structure and help meet managers' day to day information needs. Since implementing OrgPlus two months ago, ConstructionSkills claims that the investment has both paid for itself and enabled the company to manage its organisational structure more efficiently.

"Since implementing OrgPlus we have an up-to-date, accurate picture of our total organisation," said David Johnson, HR Services Manager, ConstructionSkills. "We can quickly see exactly what headcount we have, what has been approved and where there may be vacancies. This is a particularly difficult time for the construction industry and it is important that we provide efficient products and services to our customers. OrgPlus enables us to do this by giving us a complete central view for our senior management and HR Managers."

"We selected OrgPlus for its inherent simplicity - it is easy to use and yet a powerful solution. People are now using the information on OrgPlus to help them do their jobs. There is no doubt that we have seen a return on our investment within two months of implementing it."

ConstructionSkills uses OrgPlus at three levels. The first level enables all employees to view staff names, email addresses and job roles and titles via a visual employee directory. All information is displayed in the format of an organisational chart so employees not only can find the specific information they are seeking, but also understand the information in context, including the group, management and reporting structure of the person they're looking for.

The second level is for senior managers and heads of departments, where views are more detailed and include direct report information such as salaries, grades, performance ratings or time off taken and outstanding.

For the third level, HR managers are able to view the same information as managers across the organisation. An additional 'roll-up facility' provides data on how many direct and indirect reports a manager may have as well as the compensation budgets they manage and control. By applying a 'what if' conditional rule, the HR team can also display certain employee circumstances. The rule might show all employees on maternity leave or secondments, displaying them in a pink box, or those who have excessive holiday accrual or high levels of absenteeism highlighted in a different colour. With ready access to exception information like this, managers gain greater visibility into their true resource pool.

ConstructionSkills also has a team of business analysts working on a transformational change programme that uses OrgPlus to provide the current structural data for analysis.

Bill Butcher, Business Analyst at Construction Skills said, “We have long waited for a solution like OrgPlus. With the effort our colleagues in HR have put into cleaning and structuring our data, we now have access to meaningful information instantly available on our desktops.”

Gill Daniels, Director of EMEA West at HumanConcepts, commented, “The construction industry in particular is at the forefront of feeling the effects of the recession. For organisations like ConstructionSkills, it is even more vital that they effectively manage their workforce in order to operate efficiently.”

“OrgPlus provides workforce decision support solutions that can display information quickly and visually. With its easy integration to HR data providing an up to the minute snapshot view of the organisational structure, managers can ensure that headcounts are monitored and employee situations managed to benefit both staff and the company.”

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#### NOTES TO EDITORS:

##### About ConstructionSkills

ConstructionSkills is the Sector Skills Council for the construction industry, working to deliver a safe, professional and fully qualified UK construction workforce. It works with construction companies to help them improve skills to increase their competitive edge.

In 2003, the organisation was given a licence to operate as a Sector Skills Council. It set up a partnership between CITB-Northern Ireland and the Construction Industry Council, so that it could deliver value across the industry, from the trades to professional sectors.

For more information please visit: [www.cskills.org](http://www.cskills.org)

##### About HumanConcepts

HumanConcepts is the global leader in on-demand workforce decision support solutions. Over fifty thousand businesses worldwide—including 400 of the Fortune 500—use OrgPlus® everyday to better understand their workforce and manage change, using information-rich org charts, easy-to-configure workforce metrics, and advanced collaborative modelling tools. Named as Top HR Product of 2008 by Human Resource Executive® magazine, OrgPlus integrates seamlessly with Oracle, SAP, and other leading HCM and HR systems.

HumanConcepts also offers Transition Manager, a comprehensive, on-demand decision support tool designed to help large companies meet the objectives and minimize the risks associated with workforce reorganizations. Transition Manager is the only solution on the market for managing reductions in force,

and is currently in use by ten percent of the Fortune 100 companies. By providing real-time insight, reducing legal and compliance exposure, lowering separation costs, and minimizing the loss of key talent, Transition Manager provides immediate and significant value to any company undergoing change.

HumanConcepts is based in Sausalito, California with offices in the United Kingdom, Germany, and Singapore. For more information visit [www.humanconcepts.co.uk](http://www.humanconcepts.co.uk)

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