

Workforce Intelligence

Turn staffing data into clear scheduling decisions

Overtime piling up, staff stretched thin, and agency costs continue to climb. For clinical leaders, every shift can feel like a balancing act, and the stakes are high. Get the staffing clarity you need to cut through the noise. Pinpoint exactly where clinical staff are at risk for burnout, where budgets are breaking, utilization is too high or low, and where schedules need adjusting.

With dashboards designed for action, clinical leaders gain the foresight to take action to protect their team, keep labor costs under control, and make confident staffing decisions backed by trusted data. Inovalon's Workforce Intelligence™ is more than reports, it's the insight needed to support teams, protect patients, and lead with clarity.

Advantages for Your Organization

-  See the full picture instantly with real-time visibility into workforce costs and staff wellness.
-  Stop problems before they snowball by spotting risks early with predictive staffing analytics.
-  Deliver excellent care without overspending by keeping scheduling costs under control.
-  Keep every shift running smoothly to improve patient satisfaction and reduce last-minute chaos.
-  Protect staff before burnout takes hold with research-backed alerts that help prevent turnover.
-  Cut through the clutter by replacing scattered reports with clear, easy-to-use dashboards.

The Inovalon Difference

Most analytics tools weren't built for the realities of healthcare staffing. They overwhelm leaders with numbers but leave the next steps unclear. Workforce Intelligence is different; it's designed for leaders who need more than data – they need clarity.

Created for the needs of nursing and staffing leadership, it brings scheduling, labor, and financial metrics together in one intuitive dashboard. Complexity is translated into the insights you need, making it possible to spot burnout risks, reduce avoidable overtime, justify staffing needs to finance, and prevent costly gaps before they disrupt care.

Instead of chasing reports, leaders gain the confidence to act decisively. Organizations are then able to move from reactive to proactive staff scheduling, aligning around trusted data that unites clinical and financial priorities.

Solution Features



Configurable dashboards consolidate labor, scheduling, and financial data into one clear, role-specific view.



Automated notifications alert leaders when staffing thresholds or wellness risks are breached.



Predictive analytics flag overtime, callouts, and workload spikes before they create burnout or turnover.



Cross-department access ensures nursing, finance, HR, and operations all get the insights they need without extra work.



Budget and productivity tracking connects nursing operations with finance, making staffing decisions data-backed and defensible.



Drag-and-drop customization allows leaders to focus on the most critical insights without getting buried in noise.



Drill-down reporting makes it easy to see FTE (full-time equivalent) levels, agency spend, avoidable overtime, and predicted vs. actual outcomes.



Centralized reporting eliminates the need to run multiple reports across disconnected systems.