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# ELIMINATING LABOR INEFFICIENCIES WITH SMART SCHEDULING AND ABSENCE MANAGEMENT

A Workshop by Indeavor  
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CPIM, CSCP



# Labor Challenges Facing U.S. Manufacturing



**62%**

Of employees lack predictable or stable schedules



**54%**

Of employees sometimes or often work beyond scheduled hours



**41%**

Of employees report little or no control over their schedules



**-15%**

Job satisfaction associated with employees with unstable job schedules



**34%**

Employee churn for frontline manufacturing workers. \$25K average cost to replace



**1.9M**

Manufacturing jobs unfilled by 2033

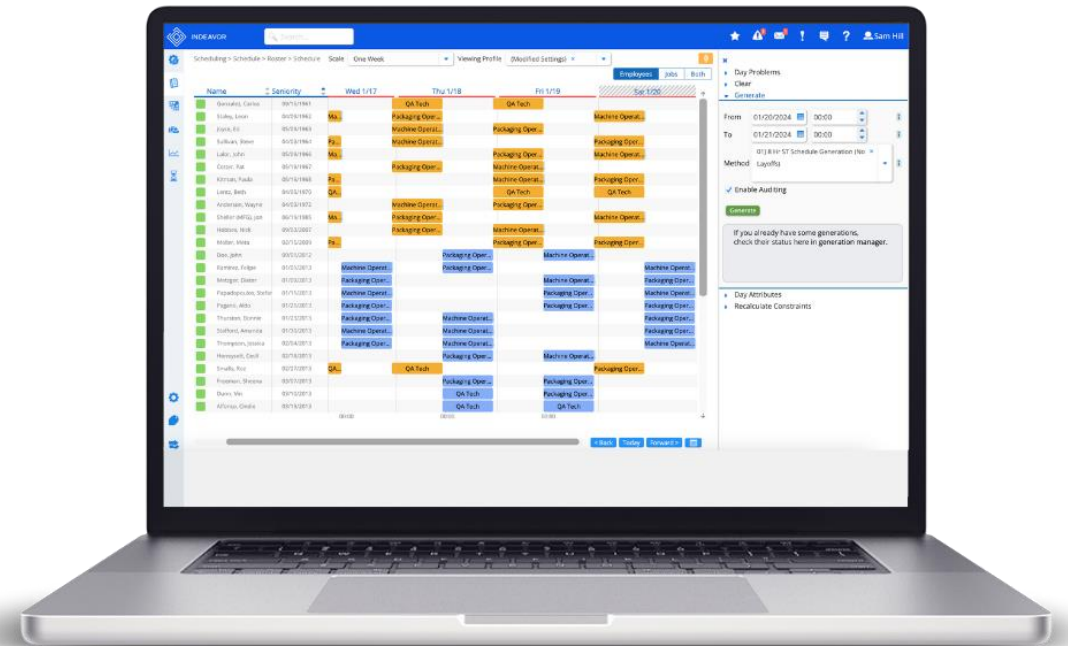
# Why Does This Happen

- Labor is in Afterthought / Downstream
- Office Workers <-> Frontline Workers
- Siloed Systems
- Manual Processes
  - Time consuming
  - Error prone
- Unclear Ownership for Fixing the Problem



# Best Practice 1: Automated Scheduling

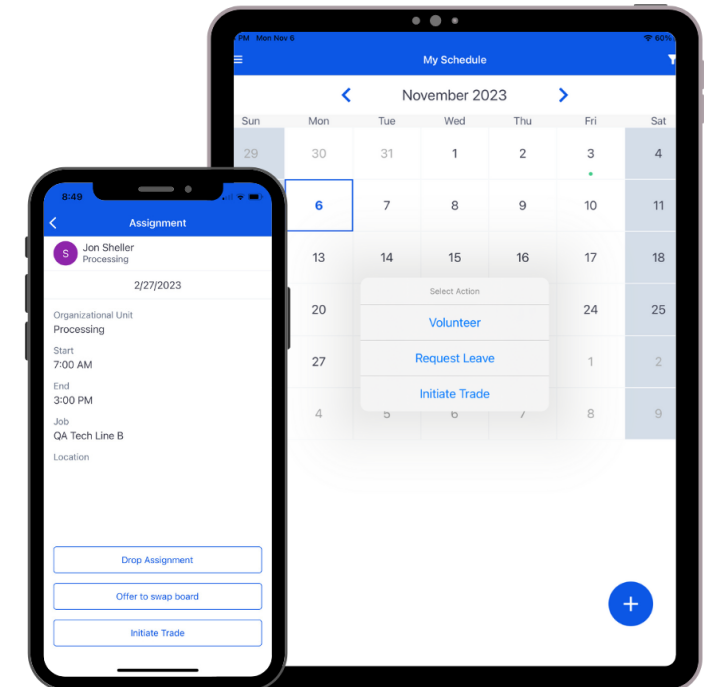
- Reduce the Time Spent Scheduling
  - Allow Supervisors to focus on production not scheduling problems
  - Provide Schedules to employees faster
- Eliminate Scheduling Errors
- Deliver One Version of the Truth
  - Auditable
- Align Labor to Production
  - Reduce overstaffing
  - Reduce shortages
- Follow the Rules, Every Time
  - Compliant call offs



# Best Practice 2: Employee Engagement

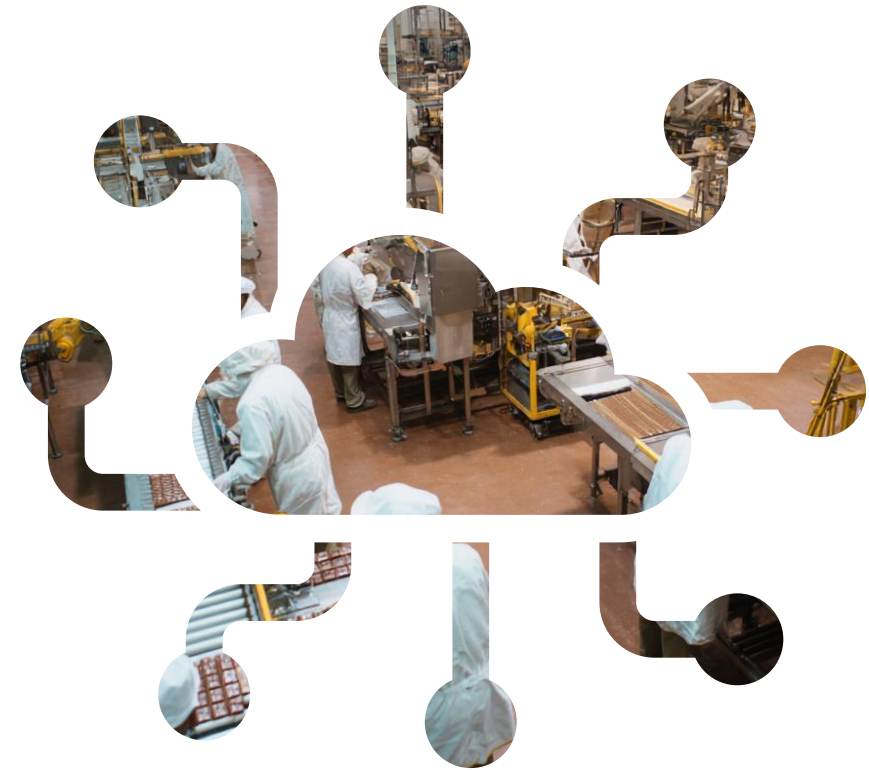
- Deliver TOOLS that Work for Frontline Workers
- Provide visibility
- Reduce Litency
- Empower Employees to Manage their Schedules
  - Request absence
  - Request and accept job swaps
  - Volunteer for shifts
- Increase Worker Satisfaction
  - Reduce churn

The screenshot shows a complex grid interface titled "Indeavor Present View Display". It features multiple columns representing different departments or shifts, such as "PACKAGING", "OPERATIONS", and "GENERAL". Each cell in the grid contains an employee's name and a small icon indicating their status or assignment. The interface is designed for quick visual assessment of workforce distribution.



# Best Practice 3: Integrating Workforce Data

- Reduce Payroll Errors
- Increase Safety
- Ensure Compliance
  - Fatigue
  - Union rules
- Build the Foundation for Scenario Planning and Strategic Workforce Planning



# Case Study: Dairy Processing Plant

- **Background:** Leading Wisconsin-based dairy manufacturer with a single 24/7 site, 150+ employees
- **Solution:** InDeavor's People Operations Platform for the Frontline

## Results

- 52% reduction in monthly overtime hours
- \$56,000 decrease in monthly overtime spend
- Reduced manual scheduling time for supervisors
- Improved employee satisfaction via digital OT sign-ups
  - reduced disputes and friction



# Indeavor Enables



6 of the Top 10  
Global F&B  
Companies



5 of the Top 10  
US F&B  
Companies



4 of the 5 Top  
Cereal  
Companies



5 of the Top 5  
Chocolate  
Companies



6 of the Top 10  
Snack  
Companies

# Intelligence Amplification: AI in Service of Outcomes

## *Our AI Philosophy*

*Every AI capability we build is judged by one standard: does it help our customers deliver their product or service better, faster, and with less friction.*

Supervisors were hired to supervise—to coach people and solve production problems—not to spend their days wrestling with schedules, chasing reports, and managing administrative drudgery.

The AI handles the friction. Your people handle the work that matters.

10-15+ hours reclaimed per  
supervisor per week

# Let's Talk

Visit our Booth  
#68



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# Benefits Calculator



# Case Study





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# Appendix – Cited Metrics

Metric	Source	URL
62% of U.S. workers lack predictable schedules	Gallup, 2025 State of the U.S. Labor Force Report (Page 7)	<a href="https://www.gallup.com/file/analytics/696428/2025-State-of-the-US-Labor-Force_Report.pdf">https://www.gallup.com/file/analytics/696428/2025-State-of-the-US-Labor-Force_Report.pdf</a>
54% of employees work longer than scheduled	Gallup, 2025 State of the U.S. Labor Force Report (Page 38)	<a href="https://www.gallup.com/file/analytics/696428/2025-State-of-the-US-Labor-Force_Report.pdf">https://www.gallup.com/file/analytics/696428/2025-State-of-the-US-Labor-Force_Report.pdf</a>
27% of employees have low-quality schedules	Gallup, 2025 State of the U.S. Labor Force Report (Page 35)	<a href="https://www.gallup.com/file/analytics/696428/2025-State-of-the-US-Labor-Force_Report.pdf">https://www.gallup.com/file/analytics/696428/2025-State-of-the-US-Labor-Force_Report.pdf</a>
Unstable schedules lower job satisfaction by 1 point (10-point scale)	Gallup, 2025 State of the U.S. Labor Force Report (Page 37)	<a href="https://www.gallup.com/file/analytics/696428/2025-State-of-the-US-Labor-Force_Report.pdf">https://www.gallup.com/file/analytics/696428/2025-State-of-the-US-Labor-Force_Report.pdf</a>
High-quality schedules correlate with 20-30% better well-being	Gallup, 2025 State of the U.S. Labor Force Report (Page 37)	<a href="https://www.gallup.com/file/analytics/696428/2025-State-of-the-US-Labor-Force_Report.pdf">https://www.gallup.com/file/analytics/696428/2025-State-of-the-US-Labor-Force_Report.pdf</a>
Only 38% have high autonomy in schedules	Gallup, 2025 State of the U.S. Labor Force Report (Page 35)	<a href="https://www.gallup.com/file/analytics/696428/2025-State-of-the-US-Labor-Force_Report.pdf">https://www.gallup.com/file/analytics/696428/2025-State-of-the-US-Labor-Force_Report.pdf</a>
30–38% annual turnover for production/frontline roles (overall manufacturing median: 28%)	The Resource Company, Inc., Average Turnover Rate Manufacturing Industry	<a href="https://www.theresource.com/2025/11/03/manufacturing-turnover-rate/">https://www.theresource.com/2025/11/03/manufacturing-turnover-rate/</a>
1.9 million worker shortfall in manufacturing by 2033 (3.8 million positions open)	Manufacturing Institute (2025)	<a href="https://themanufacturinginstitute.org/the-state-of-the-manufacturing-workforce-in-2025-20621/">https://themanufacturinginstitute.org/the-state-of-the-manufacturing-workforce-in-2025-20621/</a>
60% of respondents indicate that the average cost to replace one skilled frontline worker ranges from US\$10,000 to US\$40,000	Deloitte 2025 Manufacturing Industry Outlook	<a href="https://www.deloitte.com/us/en/insights/industry/manufacturing-industrial-products/manufacturing-industry-outlook/2025.html">https://www.deloitte.com/us/en/insights/industry/manufacturing-industrial-products/manufacturing-industry-outlook/2025.html</a>
52% reduction in monthly overtime hours	Indeavor Case Study (Dairy.pdf)	N/A (Internal Document)
\$56,000 decrease in monthly overtime spend	Indeavor Case Study (Dairy.pdf)	N/A (Internal Document)
Reduced manual scheduling time	Indeavor Case Study (Dairy.pdf)	N/A (Internal Document)