

100

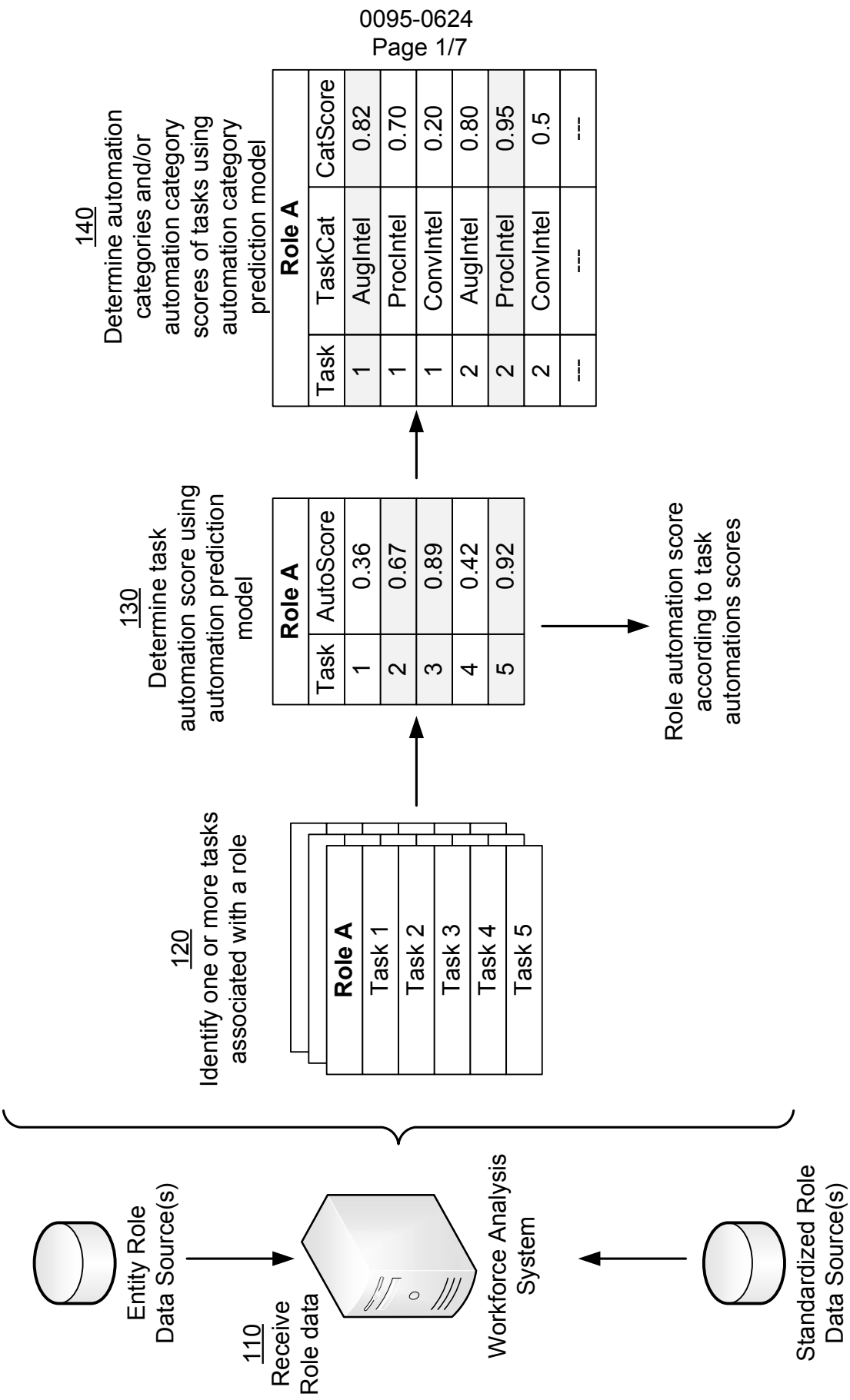
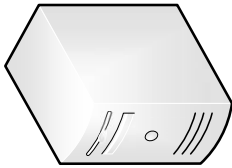


FIG. 1A

100 →



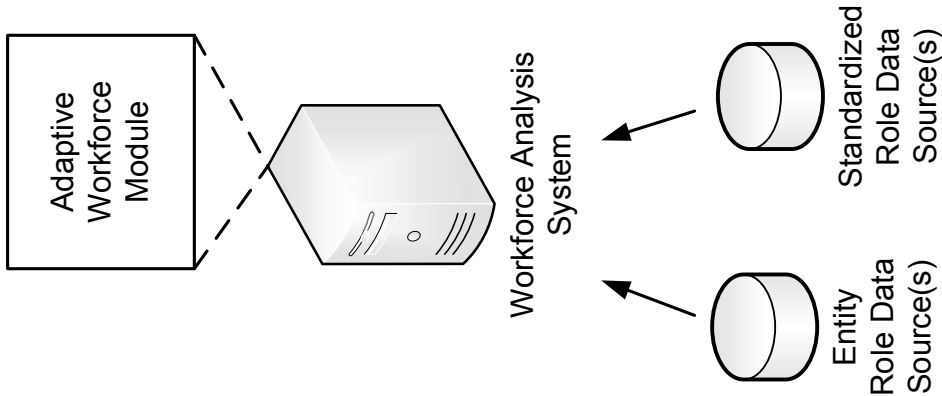
Workforce Analysis
System

150
Aggregate to form task
automation information

Role A		
Task	TaskCat	AutoScore
1	AugIntel	0.36
2	ProcIntel	0.67
3	AugIntel	0.89
4	ProcIntel	0.42
5	ConvIntel	0.92

160
Perform one or more
actions associated with
task automation
information

FIG. 1B



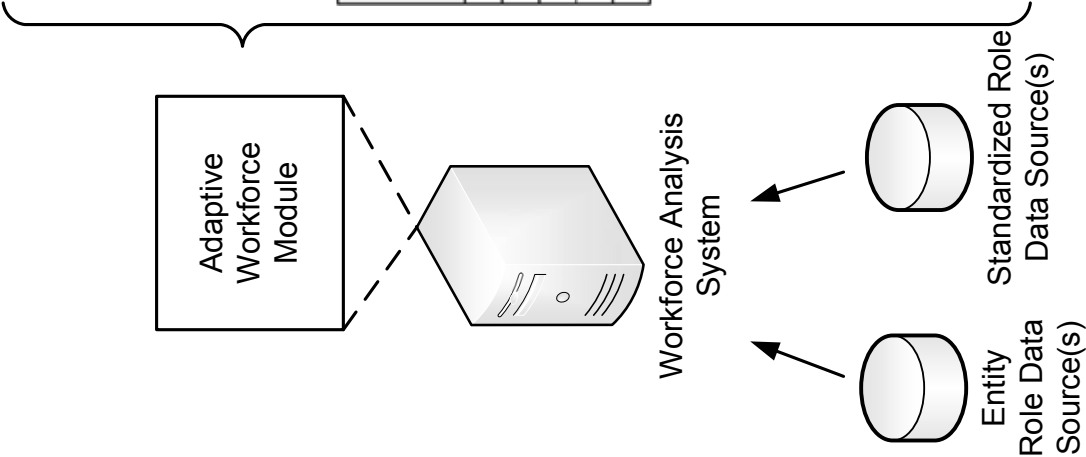
210

Determine probability of a task being fulfilled by adaptive workforce type

Role A		
Task	WorkforceType	WFScore
1	Adaptive_External_Unmanaged	0.00
1	Adaptive_External_Managed	0.70
1	Adaptive_Internal	.81
1	Core	0.92
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FIG. 2A



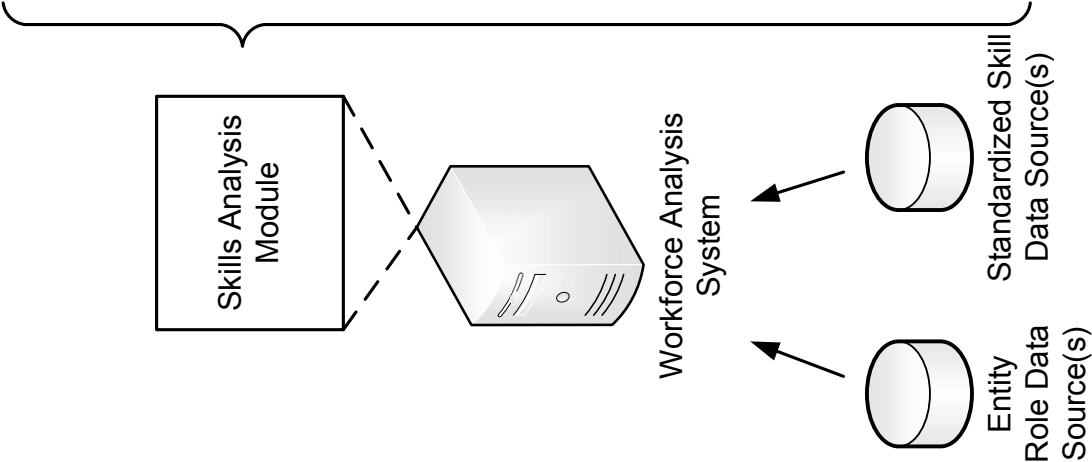
220

Perform cost/benefit analysis of
adapting workforce for performing
tasks using automation and/or
workforce types

Role	Task	Expected Savings Automation	Expected Savings Augmentation	Expected Savings Adaptive Internal	Expected Savings Adaptive External Managed	Expected Savings Adaptive External Unmanaged
Role A	Task 1	0		8	12	0
Role A	Task 2	40		6	11	0
Role A	Task 3	0	18	1	0	0
Role A	Task 4	0		7	0	0
Role A	Task 5	202		22	44	51

FIG. 2B

300



310
Determine skill
profiles for role

Role A
Skill Profile
SkillSet_1
SkillSet_2
SkillSet_3
SkillSet_4



320
Determine skill
recommendations for the role

Role A	
Skill Profile	Skill Recommendation
SkillSet_1	Level Up
SkillSet_2	Level Down
SkillSet_3	Adapt
SkillSet_4	Transition
---	---

FIG. 3

Workforce Analysis System
401

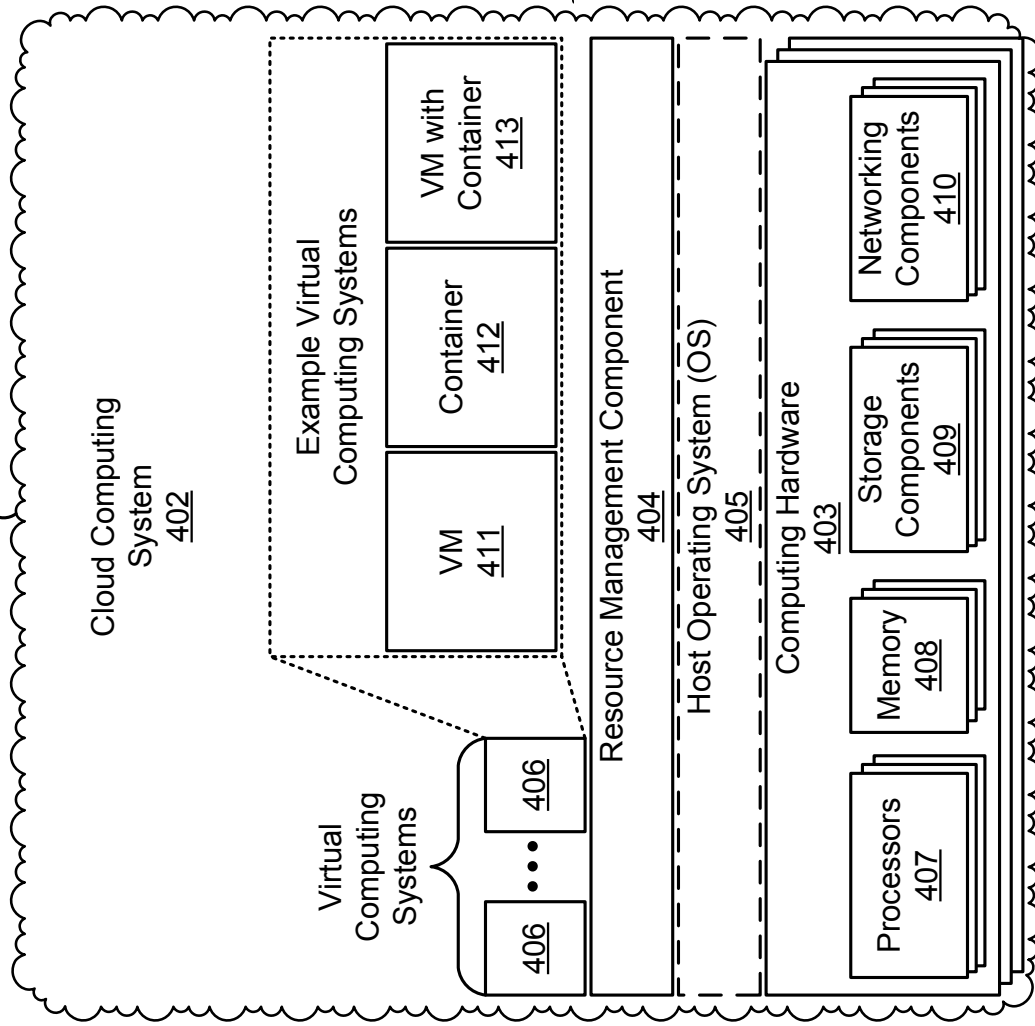
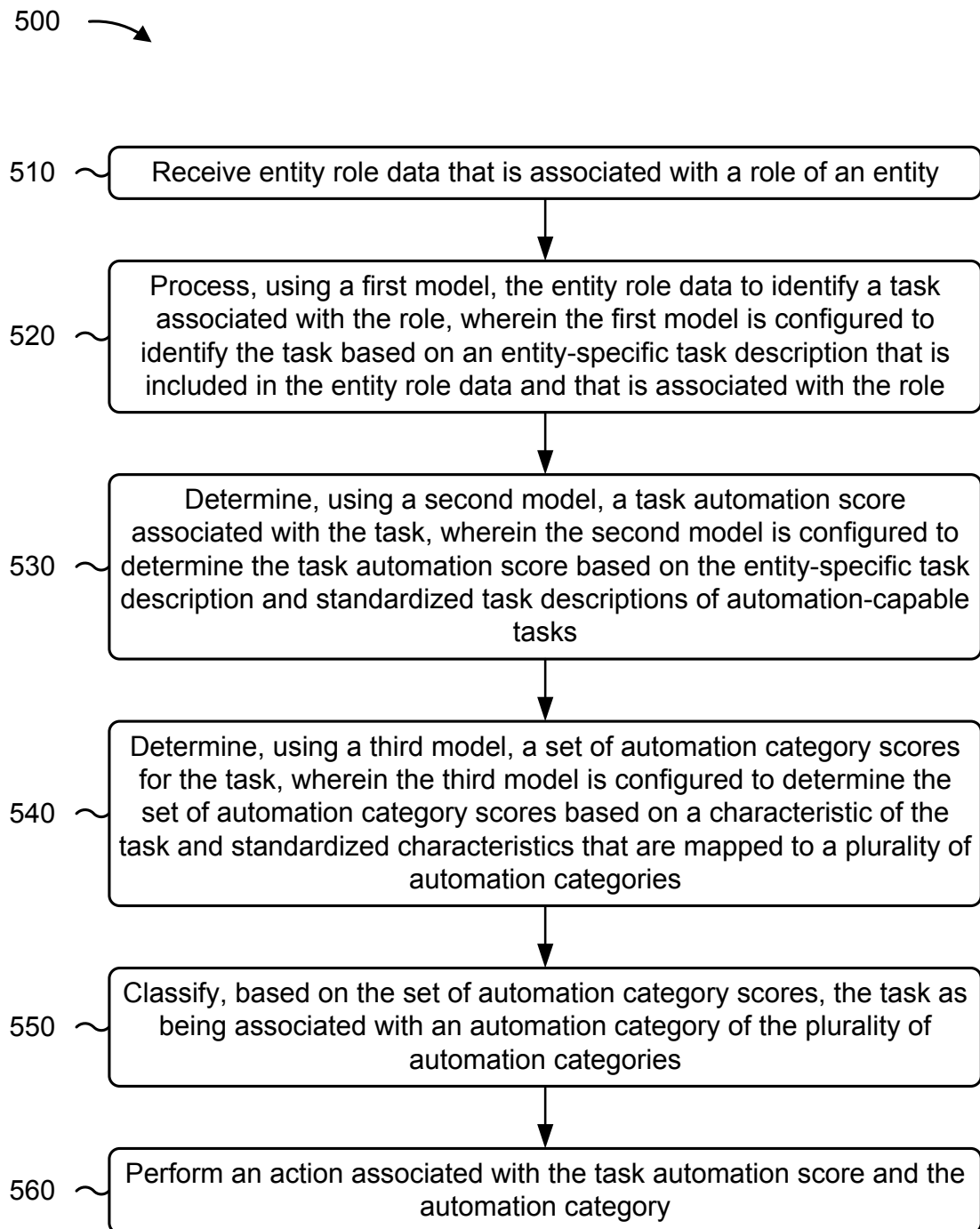


FIG. 4

**FIG. 5**