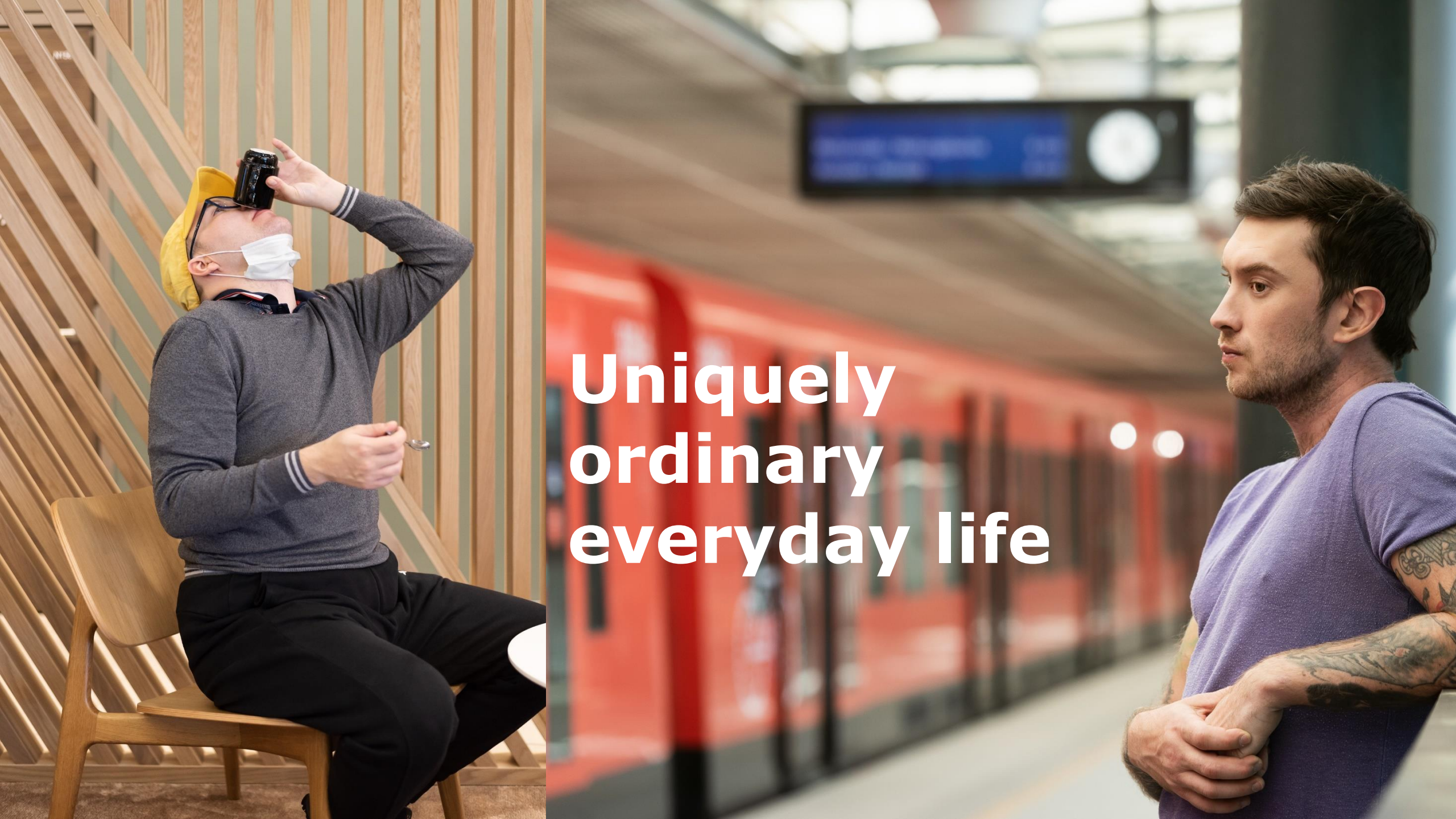
Autism Foundation Finland


Uniquely
ordinary
everyday life

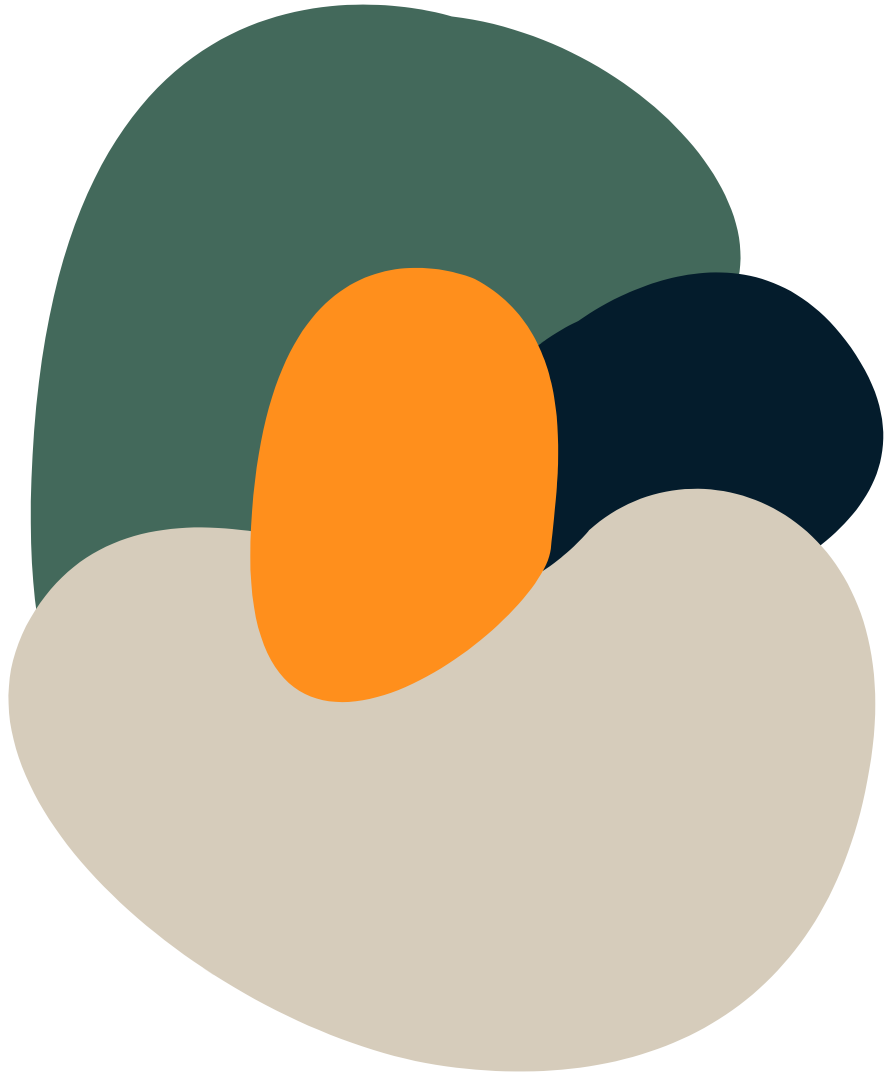
ART FESTIVAL

SUOMI
UREENA
PORI
Autismisäätiö
Omanlaista, samanlaista arkea.

Autism Foundation Finland

Established 1998 by relatives of people on the spectrum

Not for profit Finnish Social Enterprise &
holder of Finnish Key Flag



Key Figures 2024

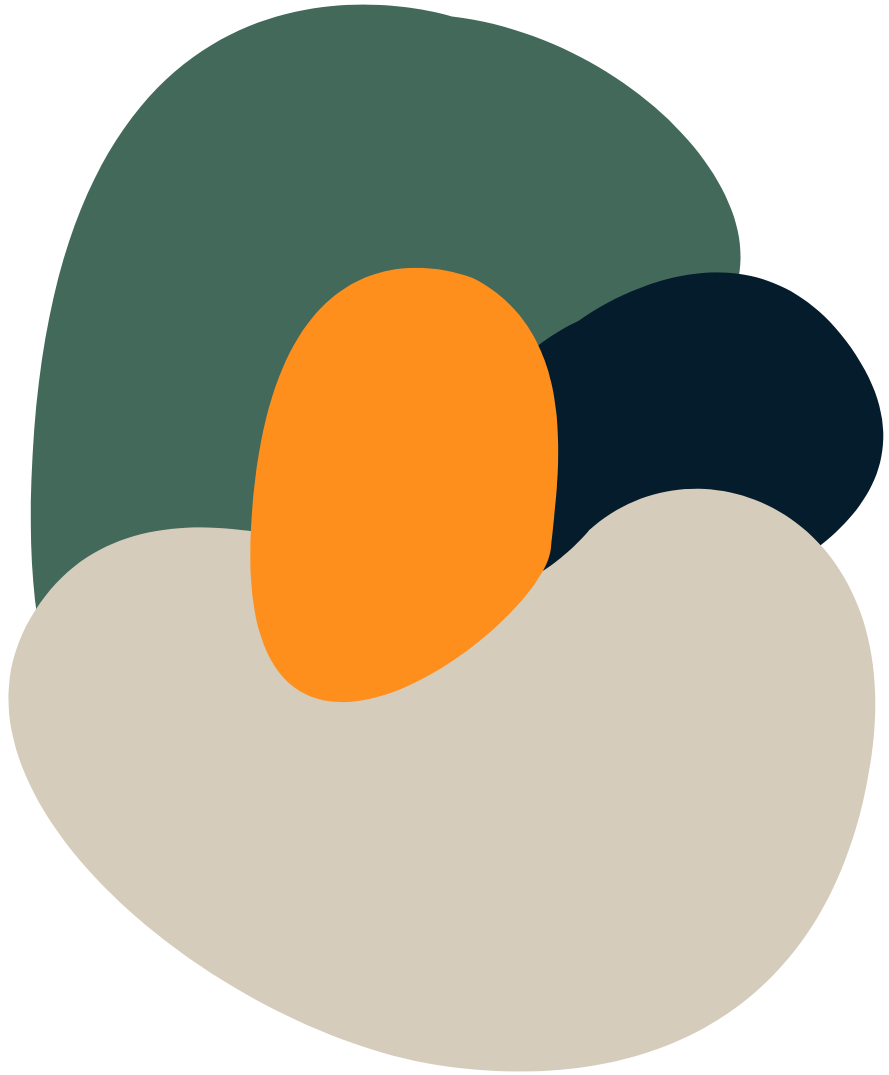
Staff: over 500 proud professionals

26 locations throughout Finland

Group homes, supported living, daily activities

Over **1,300 individual clients** and we are aiming to serve even more

Turnover 25 M€ (2022),
29 M€ (2023)
37 M€ (2024 est)



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Why use AI in workforce planning?

Bad outcomes reduce employee satisfaction

Employees are unhappy about their work-life balance

Plans do not support recovery and healthy sleeping patterns

The healthcare sector is perceived as unattractive and people leave

Why use AI in workforce planning?

A time-consuming process

In the EU alone healthcare personnel planning costs more than 2B€ annually [1]

Time spent on planning worsens the lack of healthcare experts by more than 50 000 FTE

Why use AI in workforce planning?

Difficult problem

There are numerous rules a plan must fulfil

The situation is constantly changing

Employee preferences, planning quality criteria and organizational needs are often at odds

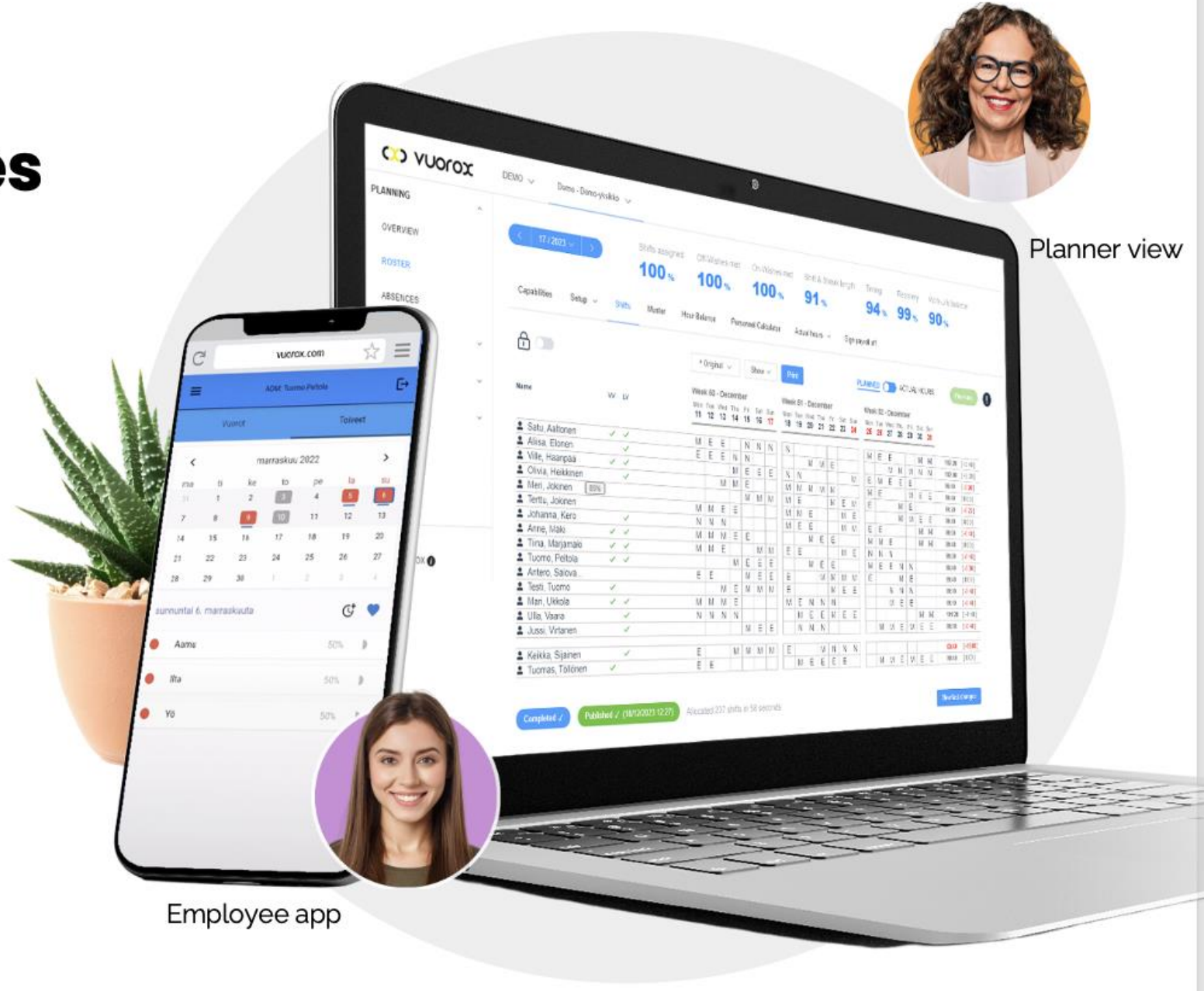
We used to spend approximately two working days per unit to plan the next six weeks = 450 days of workforce planning per year!

Next generation workforce planning with AI:

SUPERHUMAN QUALITY AND SPEED

Vuorox – individual roster plans in minutes

- Vuorox is a workforce planning solution designed for healthcare and social sector
- Our world-class AI solves the roster planning problem in minutes and meets the numerous requirements a roster faces
- Vuorox is fair and unbiased towards employees. It takes individual preferences into account and strives for a good work-life balance in planning



The AI under the hood in Vuorox is based on AlphaGo Zero, an improved version of Deepmind's neural network which beat the world champion in Go

The AI architecture allows us to discover from first principles the best ways to plan a roster and achieve superhuman performance at the task

Roster planning process with Vuorox

Vuorox automates away 90% of the work a planner or supervisor needs to do

Pre-planning

- ~~Compile employee preferences from post-its, emails, sms's etc.~~
- Gather information about special events during planning period from various sources
- ~~List all absences~~
- ~~Define needed shifts~~
- Confirm list of employees

Planning

- ~~Allocate shifts to employees manually~~
- Assess result, identify problems, reiterate until satisfied
- ~~Plan what to do with uncovered shifts~~
- ~~Assess hour balances and finalize shifts~~
- Publish the roster

Aftercare

- Manage changes (sick leaves, additional shifts)
- ~~Log actual hours~~
- ~~Report salary information~~
- ~~Report worked hours to governing authority~~
- ~~Use whatsapp groups, direct phone calls, sms's etc. to get replacement workers~~
- ~~Log extra hours on time-savings account and make sure employees can access their balance~~

Thank you for your interest

Questions & comments are more than welcome!

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