

Labor Planning in Higher Education

Navigate labor complexity with confidence



Labor represents the largest and most dynamic expense for colleges and universities, often accounting for nearly 60% of total institutional spending. Managing these costs is increasingly complex due to shifting enrollment, budget constraints, evolving workforce models, and growing demand for transparency.

Traditional approaches often rely on static annual planning and disconnected spreadsheets. They leave institutions reacting to outdated information instead of proactively managing labor resources.

Axiom® Labor Planning, part of the Axiom® Higher Education Suite, enables higher education leaders to take a more strategic, data-driven approach to workforce and compensation planning that improves accuracy, agility, and financial control.

A modern approach to labor planning

Axiom Labor Planning provides a comprehensive solution for modeling, forecasting, and managing salary and benefits across the institution. By integrating human resources (HR), payroll, and financial data, institutions can align workforce decisions with financial strategy.

Plan labor expenses with flexibility by:

- Modeling at the position, employee, job code, or job type level
- Incorporating salary, benefits, and future rate assumptions
- Supporting diverse workforce types, including faculty, staff, and student workers

With a centralized and integrated platform, institutions gain a single source of truth for all labor-related planning and forecasting.

In-year labor forecasting: From static to dynamic planning

Annual labor plans quickly become outdated in today's environment. Axiom enables **in-year labor forecasting**, empowering institutions to continuously refine projections based on real-time data and changing conditions.

Key Capabilities

- **Continuous reforecasting:** Update projections throughout the fiscal year using current actuals
- **Position-level forecasting:** Reflect real-time changes such as hires, vacancies, and salary adjustments
- **Monthly and quarterly updates:** Balance accuracy with usability through structured forecasting cycles
- **Automated actuals integration:** Incorporate payroll, HR, and general ledger (GL) data to eliminate guesswork
- **Flexible salary spread methods:** Align projections with academic calendars and pay structures
- **Vacancy planning:** Account for open positions and anticipated hiring timelines

By moving from a once-a-year exercise to a dynamic, ongoing process, institutions can significantly improve forecast accuracy and decision-making.

Drive better decisions with greater visibility

Axiom Labor Planning provides leaders with the transparency needed to manage labor strategically:

- **Real-time insight into labor spend and trends**
- **Scenario modeling** to evaluate hiring plans, compensation changes, and organizational shifts
- **Variance analysis** to compare budget, forecast, and actuals
- **Centralized reporting** across departments and funding sources

This visibility allows leaders to move beyond explaining numbers to making informed, forward-looking decisions.

Improve efficiency and reduce risk

Manual, decentralized labor planning processes introduce inefficiencies and increase the risk of errors. Axiom streamlines workflows and standardizes methodologies across the institution:

- Eliminate spreadsheet-based planning
- Reduce duplication and double counting
- Ensure consistency across departments
- Strengthen governance with role-based workflows and security

A centralized labor planning model ensures a complete and accurate view of total labor expense while reducing administrative burden.

Align workforce strategy with institutional goals

With Axiom, labor planning becomes a strategic capability, not just an operational task. Institutions can:

- Align workforce plans with enrollment and academic strategy
- Evaluate the financial impact of new programs or initiatives
- Optimize staffing models to support long-term sustainability
- Improve stewardship of limited financial resources

Part of the Axiom Higher Education Suite

Axiom Labor Planning is fully integrated with the broader Axiom platform, enabling seamless alignment across Budgeting & Forecasting, Strategic Financial Planning, Tuition Revenue Planning, and Reporting & Analytics.

Together, these capabilities provide a comprehensive foundation for institutional performance management on a single, unified platform.

Transform labor planning with Axiom

In an environment defined by financial pressure and operational complexity, higher education institutions need more than static plans — they need agile, insight-driven tools.

Axiom Labor Planning with In-Year Forecasting

empowers institutions to improve forecast accuracy and increase financial transparency, allowing higher education leaders to make more confident workforce decisions and respond quickly to change.

Visit our [website](#) to learn more or request a [demo](#).

