



Healthcare workforce planning through AI

Predicting staff absenteeism | Ensuring optimal staffing |
Reducing costs | Improving patient care

Inger Nedal



Healthcare is at a breaking point

The problem ►

- Healthcare industry absenteeism rate is **40%** above average for all industries
- Burnout rate for healthcare workers is **56%**
- Managers spend **33%** of their time on scheduling and filling vacant shifts
- Staff shortages and high absenteeism leads to **massive costs** for overtime and temp workers
- **Patient** experience and outcomes are **compromised**



The Cost of Burnout and Absenteeism

- Onboarding and training costs \$40,000 to \$60,000 per RN hire
- Hospitals lose up to \$6.9 million annually due to RN turnover

Average hospital spends up to **\$20 million** annually on OT and Contract Staffing





Effective shift planning is the solution

McKinsey Article, February 26, 2025



The Solution

SynPlan Optimizes Healthcare Staffing with AI



Absenteeism Prediction

- ✓ AI analyzes 4+ years of historical data on absenteeism
- ✓ Forecasts absenteeism patterns up to **12 months**
- ✓ Allows hospitals to **proactively adjust schedules**
- ✓ Cuts overtime costs and reliance on expensive temporary staff



Employee Involvement

- ✓ Maps employees' **work preferences**
- ✓ **Creates fairer, more predictable schedules**, increasing job satisfaction
- ✓ Reduces frustration and **boosts retention**



Automated Shift Scheduling

- ✓ AI optimizes resources for both employers **AND** employees
- ✓ Reduces **time spent on scheduling by 12%**, freeing up management for other tasks
- ✓ **One-click solution:** Generates **12 months of optimized work schedules** instantly
- ✓ Ensures compliance with labor laws and avoids manual



SynPlan reduces
absenteeism costs by up
to **66%** and
eliminates overtime by
up to **80%**

- Automated scheduling and absence prediction with advanced AI
- Market potential:
Millions in savings for the global healthcare sector





Long term

Vision and goal

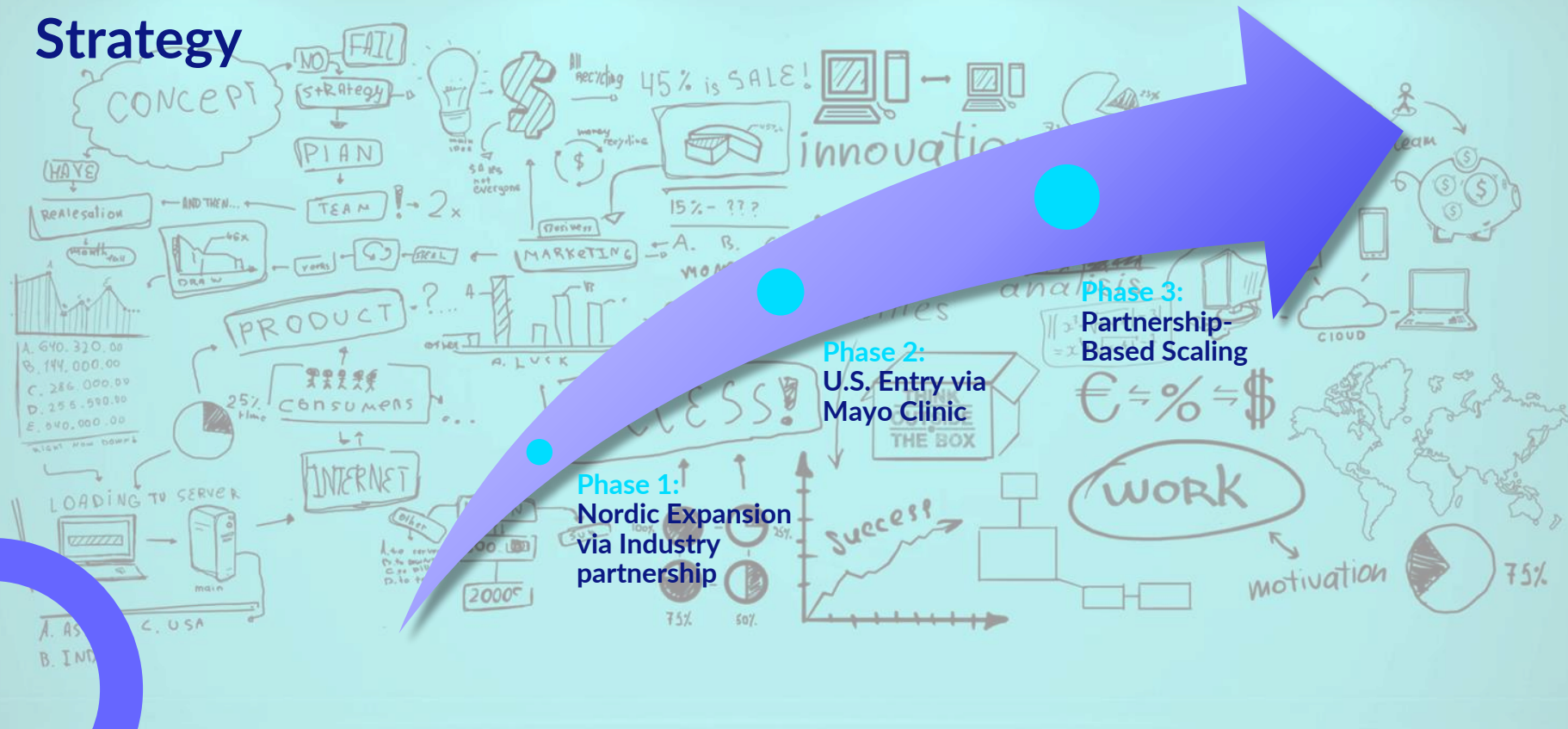
Vision:

Become the key enabler for optimized staffing in the healthcare industry

Mission:

Use unique operational insight in combination with advanced AI/ML to build a scalable offering with minimum UI complexity solving maximum complex challenges in staffing

Go-To-Market Strategy





Delivering on the US

Mayo Clinic Platform Certified Solution



Ranked
#1
in the
Nation

U.S. News & World Report

- First ever Nordic SW company to contract with Mayo Clinic Platform
- **One of only ten Certified solutions on Platform**
- Mayo Clinic Platform will sell our solution to its 40+ hospital Mayo Clinic Network
- Goals are aligned - Mayo receives 30% of the revenue
- Mayo experts will support Synplan in all aspects to adapt our system and value to the US market
- There are no "strings attached" - may sell to institutions outside of Mayo Clinic Network



Product Overview

How SynPlan Works

Collect data

Predict absence
patterns with AI

Survey
employee
preferences

Auto-generate
optimized
schedules



The SynPlan Team

Experienced team with a strong track record

CORE TEAM



Hai Nguyen (CTO):
AI/ML expert, PhD
from NTNU



Lars Dahle (CEO):
Serial entrepreneur,
former Dignio (USD 9M
ARR).



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Head of Sales



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Join us on the journey
We are shaping the future of healthcare!

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