



WEBINARS

**CONTINGENT WORKFORCE
STRATEGIES COUNCIL**



From VMS to What's Next: How the VMS Evolution Will Shape Extended Workforce Management

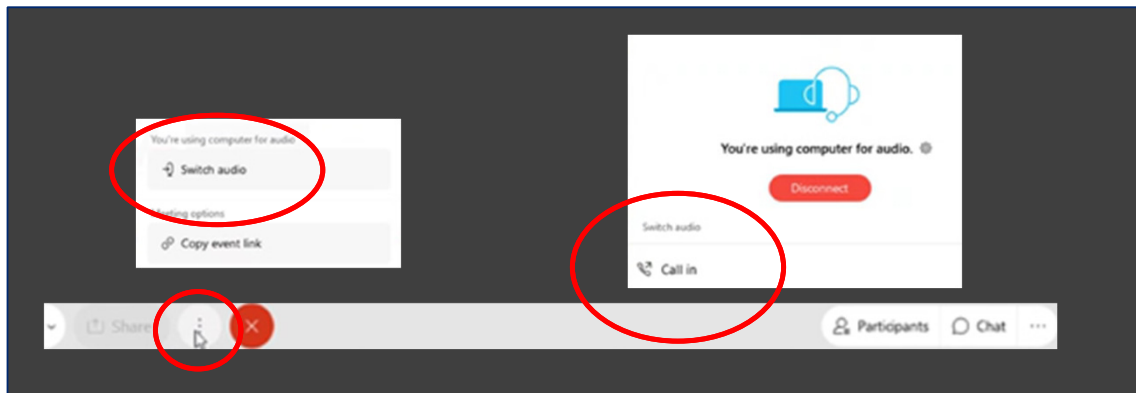
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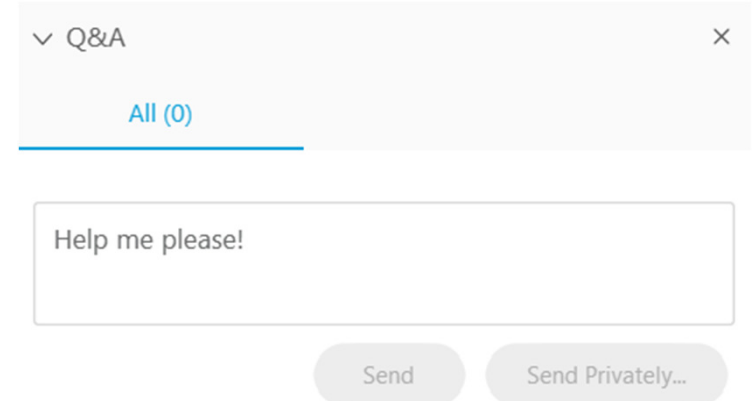
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- Questions may be submitted at any time.
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- Type your question into the small dialog box and click the Send Button.
- The presentation will be shared with registrants.
- Questions? Please email memberservices@staffingindustry.com



A screenshot of a Q&A interface. At the top, there is a header bar with a dropdown arrow, the text "Q&A", and a close button (X). Below the header, the text "All (0)" is displayed. A large text input field contains the placeholder text "Help me please!". At the bottom right of the input field, there are two buttons: "Send" and "Send Privately...".

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WEBINARS

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Speakers:

- **Matt Moloney**, Vice President Enterprise Sales and Alliances, Flextrack
- **Craig Fouts**, Director, Strategic Accounts & MSP Alliances, Flextrack



- **Peter Reagan**, CCWP, Senior Director, Contingent Workforce Strategies & Research, SIA



Extended Workforce Management



AGENDA



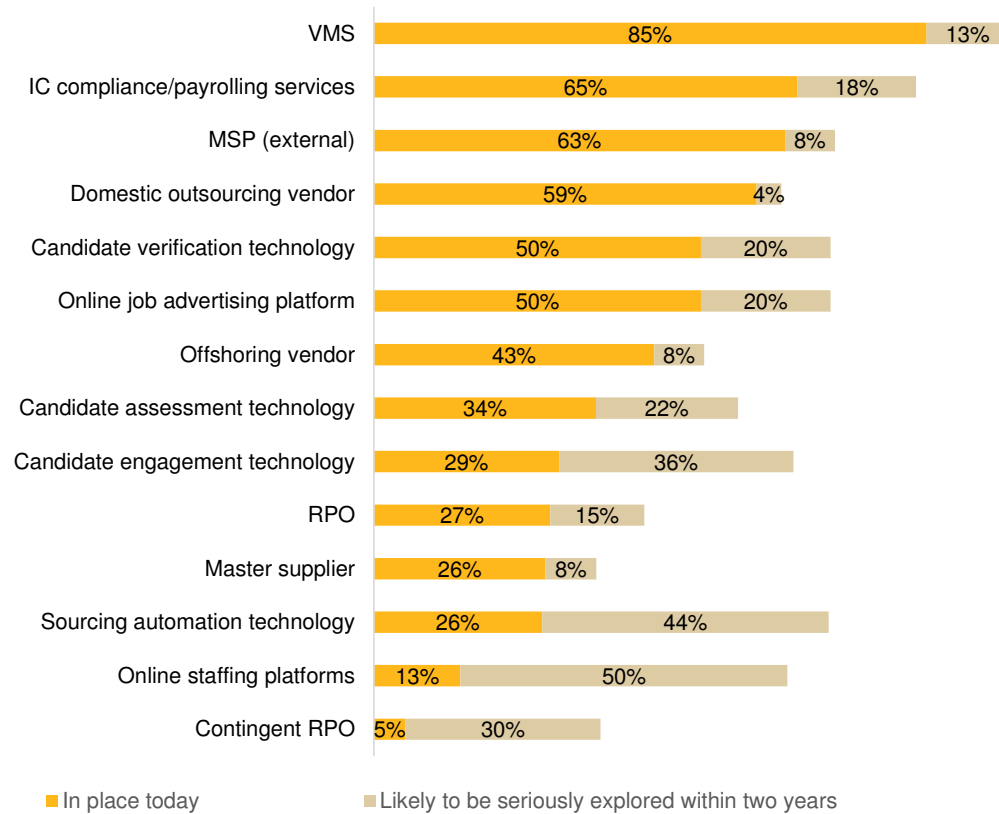
- Why does this matter?
- Where have we come from?
- What's changing: classic VMS vs. next-gen Extended Workforce Platforms (EWP)
- How Digital Transformation is impacting VMS technology
- What does an Extended Workforce Platform deliver that a classic VMS does not
- How can I take advantage of the changing VMS dynamic
- How your organization can re-energize its CW program

What's Changing: Classic VMS vs. Extended Workforce Platforms (EWP)

What's Changing and Why?



Why this conversation matters...



Number of respondents ranged from 102 to 105

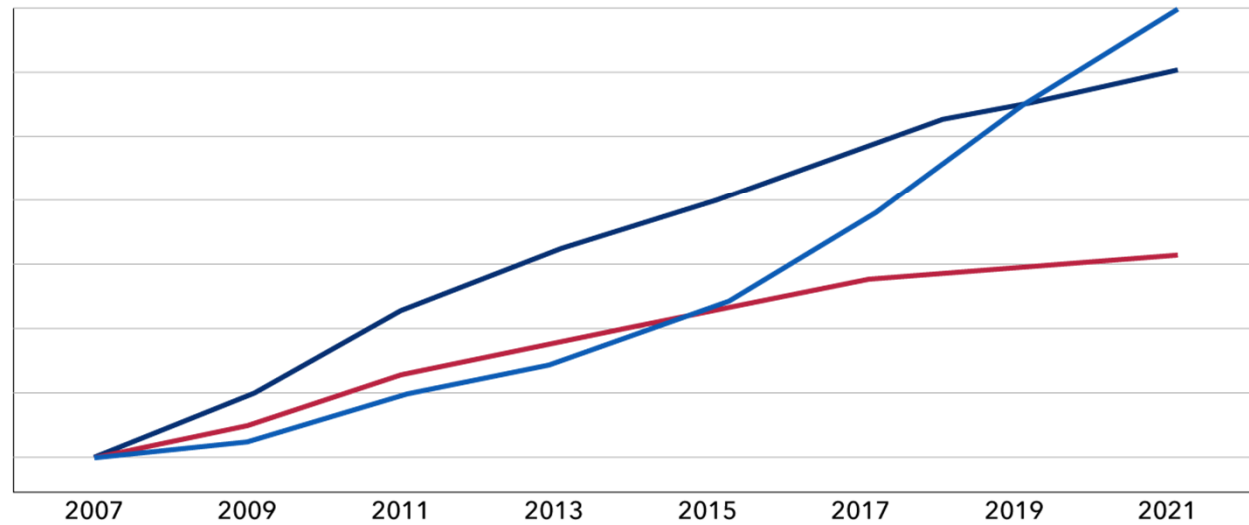
Source: SIA: Workforce Solutions Buyer Survey 2020

VMS Thought Continuum

Where have we been – Where are we going

- T&M and SOW
- Gig Worker
- VMS Features & Functions

Evolution of the CW Landscape



Source: Flextrack



What Types of functionality does a “Classic VMS” provide?

- Requisition input and distribution
- Approval Hierarchy
- Vendor engagement and submission functionality
- Time and Expense entry and approval
- Reporting
- Integration capability but with heavy customization
- Multiple spend types accounted for:
 - Time and Materials base
 - SOW with customization (cost and time)

Digital transformation is the integration of digital technology into all areas of an organization. Digital Transformation fundamentally changes how you operate and deliver value to stakeholders and customers.

More importantly, it's also a cultural change that requires organizations to continually challenge the status quo, experiment, and find new ways to enhance the competitiveness of your organization.





The impact of Digital Transformation on VMS technology

Past: VMS was a stand-alone technology within an organization's IT ecosystem. Integrated where possible

Now: VMS must be a part and parcel of the entire IT ecosystem. A true single source of truth.

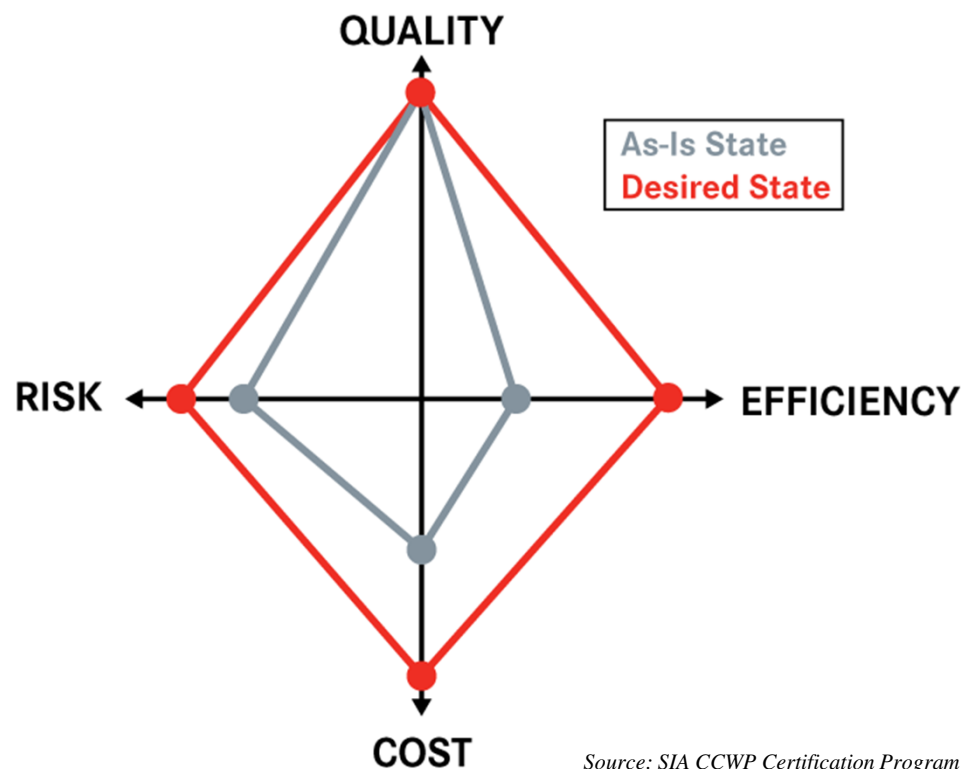
- Reporting, Analytics and Visualizations with direct outputs to PowerBI, Tableau, etc...
- AI becomes Instrumental in driving business decisions based on workforce needs (e.g. timing, location, suppliers, required skill sets)
- Integration First (ERP, Direct Sourcing, Internal Systems, External Apps)
- Full visibility all Contingent/Extended talent types
- Total Talent Management: what is the proper mix of FTEs and contingent labor

What does an Extended Workforce Platform Deliver that a classic VMS does not?

1. Single platform enabling Total Talent Management
 - Full Time Employees
 - Time and Materials
 - SOW
 - Freelancer/Gig
2. API First Architecture that drives innovation, integration, scalability and future proofing
3. Best-in-class Artificial Intelligence, Machine-Learning and Natural Language Processing
4. An ecosystem of already integrated partner applications (e.g. DocuSign, LinkedIn, other 3rd party apps)
5. Direct integrations with business systems that drive automation of processes (e.g. HRIS, ERP, ticketing tools)
6. On-platform direct sourcing/talent community capability

The QECR Performance Management Framework Helps Guide Contingent Workforce Program Improvement Initiatives

- Quality
- Efficiency
- Cost
- Risk



How do I take advantage of this tech innovation?



- What you do fundamentally matters to your organization
- Business case creation based on value, ROI around and Extended/Agile/Workforce platform
- C-Level buy in starts with things that matter to them.
- Money and resources are tied to your ability to drive value around things that matter to that level within an organization:
 - Diversity, Equity & Inclusion
 - Risk
 - Strategy Delivery (people are the input to project output)
 - Digital Transformation alignment to the business

**How do you start?
What should you be considering?**



ARE YOU READY ?



Steps to Re-energize Your CW Program

1. Deep Dive on the market. What's available? What's new?
2. Take a critical look at spend and where you can make an impact. Identify adoption risk?
3. Identify Automation gaps
4. Understand what Artificial Intelligence (AI), Machine Learning (ML) and Natural Language Processing (NLP) capabilities can be leveraged in the market
5. Identify Direct Sourcing gaps. Can this be done on platform? 3rd party? Integrations?
6. Understand Total Talent Management for your org and how you can leverage new tech
7. Identify apps that can integrate into your ecosystem; how can you easily access them and what value can they provide? (e.g. LinkedIn, DocuSign, Sterling)



What does success look like?



Let's Review – The Future of Extended Workforce Platform is here!

Value of the New VMS Ecosystem

1. Stakeholder engagement
 - Executives
 - Managers
 - Suppliers
 - Subcontractors
2. Integration Forward
 - Connect to everything
3. Reporting/analytics, visualization and Artificial Intelligence
4. Application Forward



Let's Review –

The Future of Extended Workforce Platforms is here!

1. Understand the market and what's available.
2. Understand what specific technology stacks are operating in your environment and how to leverage those into your program. Can you drive innovation through an existing partnership with your existing or net new VMS (i.e. Salesforce, Google (Google Cloud Products), SAP)?

Finally, if you don't embrace the digital transformation opportunity available today, your program will end up as part of the ERP stack in your organization:

- **Limited Flexibility**
- **Limited Reporting**
- **Limited Innovation**
- **Limited Workflow/Change Capability**

The Future of the VMS is agile and connected.
Don't settle for a one-size-fits-all platforms. Select technology that can be tailored for your unique needs today and outlook for tomorrow.

Time for your questions...



Thank you for your sponsorship...



SIA MEMBER RESOURCES

- [Workforce Solutions Buyer Survey 2021 Initial Findings](#)
- [Workforce Solutions Buyer Survey: 2020 Americas Results](#)
- [SIA Workforce Solutions Buyer Survey 2020 EMEA](#)
- [VMS Global Landscape and Differentiators 2020](#)
- [VMS RFP Template](#)
- [MSP and VMS Provider Directory 2020](#)
- [SIA Lexicon of Terms \(complimentary\)](#)

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Known for our award-winning content, data, support tools, publications, executive conferences and events, we help both suppliers and buyers of workforce solutions make better-informed decisions that improve business results and minimize risk. As a division of the international business media company, Crain Communications Inc., SIA is headquartered in Mountain View, California, with offices in London, England.

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