

HOW TO BUILD A TALENT TECHNOLOGY ECOSYSTEM

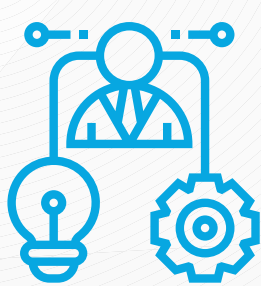
A good vendor management system (VMS) is the beating heart that drives your talent strategy. Once in place, it's time to think about how to expand and innovate. These steps show how you can lead in the human capital management space.

There are many new technologies that let you plug and play with your VMS, streamlining and simplifying your contingent labor processes.

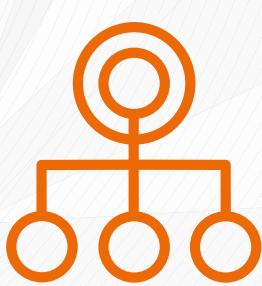
Every organization has different needs. Your technology ecosystems work much the same way as building a burrito at Moe's or creating your favorite pizza. Once you have your VMS "base" you can add the technology "toppings" that you desire.

Step 1: Pick Your Additional Sourcing Strategies

Choose how you want to reach the extended workforce.



TALENT POOLS



DIRECT SOURCING



FREELANCE MANAGEMENT

Step 2: Pick Your Compliance Tools

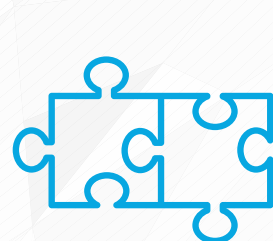
Streamline compliance within your organization and maximize your coverage.



BACKGROUND CHECK



INDEPENDENT CONTRACTOR (IC) VETTING



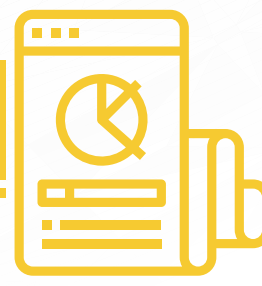
IR35 COMPLIANCE

Step 3: Pick Your Data Visualization Needs

Determine what kind of data you want to see. Many organizations use only their VMS data but it doesn't hurt to see what else is out there.



RATE ANALYSIS TECHNOLOGY



ADVANCED "BIG DATA" ANALYTICS



ARTIFICIAL INTELLIGENCE

Step 4: Pick Industry-Specific Technology Add Ons

Different industries have different needs. Think about what could make your contingent workforce management easier and see if it will integrate with your VMS. For example, a healthcare organization may need to not only source nurses, but also schedule their shifts once onboarded.



SCHEDULING SOFTWARE

So, using the examples above, our talent ecosystem would look like:



Now it's your turn to think about how you would design your talent ecosystem. Learn more about the steps covered in this infographic in our ebook [‘Talent Without Borders: Using Technology to Build a Talent Ecosystem’](#)

CONTACT US

Find out how VectorVMS solutions can help you control costs, maintain compliance, and drive quality and efficiency throughout your contingent workforce program.

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