



VMS Professionals October Meeting

Agenda:

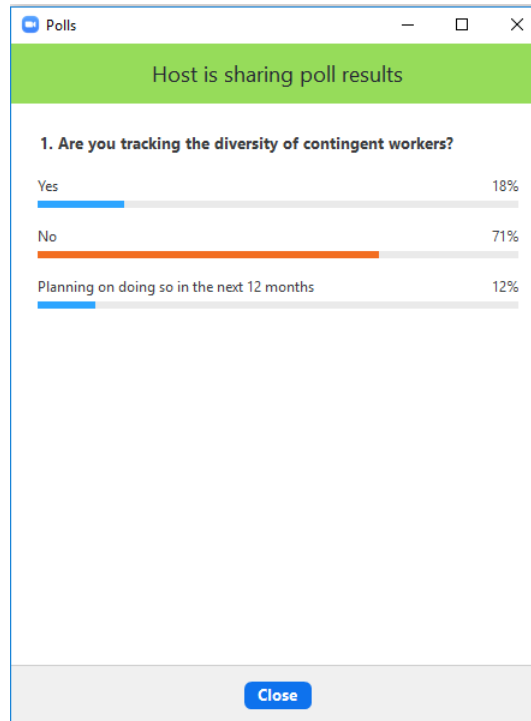
- Diversity and Inclusion Initiatives:
 - What strategies are you focused on?
 - Diversity of the candidate: Is anyone tracking this? How? What are the risks?
- What Contract Lifecycle Management (CLM) tool are you using and what is your experience? Is it linked to your VMS in any way?
- Continued discussion from the last meeting around exposure to Covid-19 and liability at the company level
- Thoughts on number of contracting resources needed to sustain a VMS system
- What is the difference between Human Cloud, direct sourcing and online staffing? Who is using each? How are you approaching it?
- Does anyone have an intern program as a component of their contingent labor program (MSP managed)? If so, would you mind sharing any insight as to how that is set up?
- Decision Tree: Is anyone using a decision tree in their tool and is it helping to drive the right behaviors?
- Other topics as defined by the members

Attendees:

7-Eleven	CME Group	MAKE Corporation	Standard Insurance
Accenture	Dearborn Group	McDonald's Corporation	Takeda
Allstate	Devon Energy	Neiman Marcus	United Airlines
American Family Insurance	Health Care Service Corporation	Procter & Gamble	US Cellular
Blue Cross and Blue Shield of FL	JPMorgan Chase	Southwest Airlines	Wintrust

1. Diversity & Inclusion

- **Diversity of the Candidate- is anyone tracking this?**



Discussion Conversation:

- Not tracking but asking suppliers to collect that information from them to better understand candidate pool
- Heard that beeline can track this. Fieldglass wasn't able to provide functionality. Interested in anonymous data from hires
- Promoting recruiting best practices to share at a strategy level (goal is x% of women candidates)

- **What are the risks of collecting this data?**

Discussion Conversation:

- MSP said they do not have clients who collect data at submission level because of the risk
- Company reports on candidates who applied vs pool vs hire
- Company identifies makeup at a group level but not at time of hire; they go outside of the tool & send email at a group level

- Supplier input: Legal team advised against categorizing at submission; during onboarding, hires are offered a form where they self-identify. 96% candidates self-report anonymously
- **Supplier Diversity Spend**

Discussion Conversation:

- 51% supplier diversity spend. Goal over next 2 years is to expand diverse supplier categories
- 30-33% at procurement level (all categories). They are working on implementing diverse categories
- Tracks company spend as well as supplier spend
- Questions to ask during QBR with suppliers – what are you doing to gain more diverse candidates?

2. What Contract Lifecycle Management (CLM) tool are you using and what is your experience? Is it linked to your VMS in anyway?

Discussion Conversation:

- Blanket agreement, if you're in VMS you don't have to do SOW
- At previous company, the tool wasn't linked to VMS but the expectation is that it would be captured in VMS. At current company, they use Ariba but are still exploring; it is not one stop shop for SOW or contract

3. Decision Tree: Is anyone using a decision tree in their tool and is it helping to drive the right behaviors?

- **What are your goals for using a decision tree?**

Discussion Conversation:

- Drive diversity, drive competitiveness
- Company is learning how to get the questions in the bucket they prefer to have it in. They had issues integrating VMS into Decision Tree and had to learn how to get people to get questions into different buckets; interested in seeing how long cleanup takes.

4. What are programs lacking that make managers go around the system? Too restrictive? Takes too long on SOW side? What do we need to change?

Discussion Conversation:

- The problem is asking managers to trust vendors without allowing them to establish relationships. They've considered allowing hiring managers to have meetings with suppliers with procurement present.
- **How do we create a hybrid model that allows direct connection while allowing competitive bids for jobs?**
- Found that letting managers establish relationships with suppliers breeds a better candidate quality
- Vendor neutrality may create more control than might be needed

5. Forecasted Job Volume for Q4

Discussion Conversation:

- Company 1: Down considerably except for claim call centers & benefits area. No improvements in sight
- Company 2: They have virtually no job postings
- Company 3: Expects SOW and staff aug to be down remainder of the year
- Company 4: They've seen pick up on IT side from where they were – close to normal level! Only down 1%

6. Topics for next month?

- Direct Sourcing – non-commercial panel discussion
- Hear suppliers speak to their challenges and give tips on how to roadmap for next year