

RPO & STAFFING

FABRICAUTOMATION® FOR RPO & STAFFING:
USING AGILE EVENT-DRIVEN AUTOMATION AS A CATALYST
TO INNOVATE AND DRIVE TRANSFORMATION

Every staffing company wishes to reduce costs, increase productivity and compliancy while gaining a competitive advantage but driving transformation in traditional areas of business has to date been difficult.

As the 'war for talent' rages on and organisations spend increasing resources on finding and engaging with the right candidate, the need to manage the entire employee lifecycle is foremost in the mind of the staffing industry. Your most important resource, your workforce, need to be appropriately enabled – they are your organisation's future.

Imagine the scenario of a multinational organisation who need to utilise a flexible contingent workforce to carry out highly skilled and often sensitive functions. The onboarding process involves a complex, non-linear and multiple dependent process that relies on manual form filling, extensive background checks and email communications between the organisation, the contractors and any potentially applicable third party officials. It is extremely time consuming and labour intensive to execute, with little status transparency or appropriate candidate/client experience.

Solving such a 'people-dependent' problem has, to date, relied on, people. Is this the same with difficult to manage processes in your business?

Gartner's 2017 CEO Survey states that "twice as many CEOs are intent on building up in-house technology and digital capabilities as those who plan on outsourcing".¹ The days of simply employing more 'bodies' to carry out often arduous processes are gone and so too are technologies that require a bulging IT wallet. This particularly applies for outsourced staffing agencies (MSP & RPO especially) who operates on tight margins and even stricter client expectations.

Any progressive and innovative management board are initiating digital transformation projects, usually with a band of vendors who offer subject-matter, point solution products. How about killing two birds with one stone? Driving digital transformation to some of the hardest areas to automate in business with real-time results?

Ask yourself:

- › Is outsourcing and the associated devolution of control an option?
- › Are you currently using your people where they add most value?
- › Do you want to throw out your legacy systems in favour of an out-of-the-box 'solution'? And do you have in-house capabilities to tailor without expensive consultancy?
- › Are you providing the right level of integration and efficiency against your clients complex requirements?
- › Can you provide an innovative stream of talent when you are using the same systems and techniques as your competitors?

“ For the first time in my 12 years in recruitment we now have a system that drives and enforces behaviour in ways that a CRM never could ”

Global Healthcare Recruiter

CHALLENGES FACED BY STAFFING LEADERS

Staffing leaders are increasingly facing significant challenges. These include:

BUDGET PRESSURES

The pressure is on to do more with less. Traditionally, outsourcing was used to bridge talent gaps but many are looking to new innovations instead of hiring more 'bodies'

INTEGRATION

Linking up legacy systems, and/or client technology's

SCALABILITY

Manual process management of specific client demands

LACK OF CONTROL

Retaining centralised control over processes is vital for streamlining and compliance but cannot be at the expense of tailored local requirements

COMPETITION FOR TALENT

Competition for the best talent is fierce, and sought-after candidates are often in the driving seat

INNOVATION

What and how can this be achieved, in the digital age the staffing industry is changing rapidly, how can your organisation keep ahead of the curve?

USER EXPERIENCE

Having a multitude of legacy systems and siloed processes means a fluid user experience is often impossible to manage and report on. This is paramount to the organisation and is the heart of the digital revolution for Staffing

According to a recent Career Builder survey², 4 out of 5 candidates say the onboarding experience they receive is clear indication of how a company values its people. A staggering 36% admit to not having the basic equipment such as a computer on their first day and almost 25% never even started their first day after early onboarding problems!

Poor candidate experiences like these can damage not only the business's brand and staff retention but also their ability to reach security and compliancy requirements.

Human Capital Management (HCM), Customer/Vendor Relationship Management (CRM/VMS), Applicant Tracing Systems (ATS), Robotic Process Automation (RPA) and Business Process Management (BPM) tools offer a degree of automation for onboarding and other standard processes but:

- › Can they deal with workflows that are not linear or 'standard'?
- › Can they manage complex event driven tasks?
- › Do they provide a seamless user experience?
- › Do they allow data to be 'pushed and pulled' from legacy, third-party or web-based systems?
- › Are they highly secure and reliable with a full audit trail?
- › Can they pull together all your external data for meaningful MI reporting?
- › Can they offer workload management?
- › Can they scale to meet the growing automation needs of the business to support innovation and competitive advantage?
- › Can they provide a CoE culture change and drive innovation throughout the business?

HOW AGILE EVENT-DRIVEN AUTOMATION TECHNOLOGY CAN HELP – FABRICAUTOMATION®

Agile event-driven automation automates transactions and communications with data and other systems or processes empowering Staffing Companies with a highly flexible tool to transform the way they deliver services to the business. Through the use of this technology, high volume staffing providers can reduce costs and reliance on people to carry out tasks that could be automated and benefit from:

- **Faster delivery to the business through 24/7, 365, 'always-on' processing**
- **Rapid route to change and innovation**
- **Competitive and highly tailored candidate and employee experience**
- **Freedom to become business-aligned trusted advisors instead of routine task fulfillers**

PLANNING FOR THE FUTURE WITH FABRICAUTOMATION®

Most Staffing Organisation use similar CRM, VMS, ATS tools to help efficiency and cost control. However, these restrict users to 'standard', linear workflows with little opportunity to tailor for handling complex, contextually-driven manual processes. FabricAutomation® brings the control back to the business user and provides a competitive advantage to those that use it alongside other less flexible tools.

² Candidate Experience From End-to-End: What's Your Weakest Link? Career Builder Study 2017

INTELLIGENT PROCESS AUTOMATION FOR STAFFING

Autologyx and FabricAutomation®
Taking your enterprise process automation
to the next level, with a real-time adaptive
platform for complex operations

The FabricAutomation Platform®, from autologyx, provides organisations with an agile but non-disruptive technology to exploit the power of process automation. It delivers a completely new dimension of control and capability in the way organisation's operate - it is easily deployed, smart and almost infinitely adaptable.

EASY TO USE, FAST TO DELIVER

Autologyx is the digital operations platform that transforms businesses with self-service, event-driven process automation. Onboarding is a common process automated by our customers. In fact, the scenario used earlier is a real-life example - the client, with the help of autologyx, eliminated nearly 90% of previous manual interventions cutting the onboarding of new staff down from 16 weeks to just 8 days, with the platform deployed in just 4 weeks.

WORK SMARTER

Trusted by global enterprises to support mission critical operations, autologyx's cloud-based, enterprise-grade SaaS solution is the future-proof platform that grows with you.

autologyx allows you to solve a specific operational business challenge and benefit from instant ROI. Scaling with your automation challenges, autologyx can then be deployed seamlessly across your enterprise.

Using a 'no-code', drag-and-drop approach, ready-made templates and object reusability it offers an easy and rapid route to implement change, accelerating productivity gains while keeping business users in control. Innovation is catalysed - procurement, budgets (and IT) no longer stand in the way of solving problems within a business unit.

FabricAutomation® holds the key to seamless interconnectivity between existing HR, ERP, CRM, VMS and other enterprise software or legacy systems, exploiting (not replacing) earlier investments and unlocking levels of automation previously thought too difficult or expensive

autologyx supports your culture of innovation, from empowering users to test and iterate using real-time data and Machine Learning through to gamification, it can revolutionise your processes.

Highly resource intensive activities such as on- and offboarding, governance and compliance can be automated leaving the workforce free to focus on high-touch, expert areas such as advisory, sourcing, research, development & report building.

FabricAutomation® for:



Business user-friendly
management



Legacy technology
enabler



Innovation catalyst



Differentiated
competitive advantage

NEXT STEPS

Organisations are already benefitting from the power of the autologyx FabricAutomation® Platform with a quarter of the 'Bakers Dozen'³ using it to drive competitive advantage. Forward-thinking organisation's chose autologyx as their digital automation business partner for our:

- **Future-proofed architecture** - no specialist technical skills required with 'No-code', drag-and-drop process builder and easy integrations
- **Industry expertise** - tried and tested implementation methodology for speedy delivery to value
- **Immediate measurable results** to support business case for future expansion of deployments

Contact autologyx to find out how FabricAutomation® can drive transformation and bring innovation to organisations.



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autologyx®
automate the real world

CASE STUDY: Onboarding Contractors

The Challenge: A multinational aerospace and defence organisation with strict security and privacy requirements needed a management solution for onboarding their contingent workforce. The existing highly complex, non-linear and multiple dependent process was slow and labour intensive with manual document and form management constraints from a 3rd party.

The Solution: Deployment of the autologyx Fabric Automation® platform to provide the onboarding solution took just ten days and streamlined the process with approximately 90% of the previous manual interventions being eliminated. autologyx cut onboarding of new employees down from 16 weeks to just 8 days.

Key Benefits:

- › Faster time to fill open positions
- › Better quality candidate experience
- › Secure and reliable with a full audit trail
- › Rapid time to value with fast deployment
- › Free up internal resources for other tasks

“ You have a product that actually solves a complicated problem ”

Global Recruitment Firm