



Vendor Management System (VMS) PEAK Matrix® Assessment 2025 – Global, North America, and EMEA

June 2025



Contents

4	Introduction and overview	28	North America VMS PEAK Matrix® characteristics
5	Research methodology	29	Everest Group PEAK Matrix for North America VMS
6	Background of the research	30	Star Performers capability overview
7	Understanding Vendor Management System (VMS)	32	Provider capability summary dashboard
8	VMS market surge in mergers and acquisitions		
9	VMS providers' key investment areas	36	EMEA VMS PEAK Matrix® characteristics
10	VMS providers' growing investments in mid-market	37	Everest Group PEAK Matrix for EMEA VMS
11	Source of research	38	Star Performers capability overview
		40	Provider capability summary dashboard
12	Summary of key messages		
13	Summary of VMS PEAK Matrix® Assessment 2025 – Global	43	Competitor overview
14	Summary of VMS PEAK Matrix® Assessment 2025 – North America	44	VMS provider landscape
15	Summary of VMS PEAK Matrix® Assessment 2025 – EMEA	45	VMS landscape by geography
		47	Major VMS providers in key countries
16	Global VMS PEAK Matrix® characteristics	48	VMS market share by industry
17	PEAK Matrix framework	49	VMS capability overview
20	Everest Group PEAK Matrix for Global VMS	52	VMS market share by Spend Under Management (SUM)
21	Star Performers capability overview	53	VMS provider capability by job type
23	Provider capability summary dashboard		

For more information on this and other research published by Everest Group, please contact us:

Krishna Charan, Vice President

Prachi Ahuja, Practice Director

Soumya Bansal, Senior Analyst

Siddharth Goel, Senior Analyst

Hriday Adwani, Analyst

Copyright © 2025 Everest Global, Inc.

We encourage you to share these materials internally in accordance with your license. Sharing these materials outside your organization in any form – electronic, written, or verbal – is prohibited unless you obtain the express, prior, and written consent of Everest Global, Inc. It is your organization's responsibility to maintain the confidentiality of these materials in accordance with your license of them.

Contents

53	Enterprise sourcing considerations	89	Pixid
54	3 Story Software	92	Prosperix
57	b4health	95	SAP Fieldglass
59	Beeline	98	ShiftWise Flex
62	BridgeVMS	101	SimpleVMS
64	Connecting-Expertise	104	SimplifyVMS
66	Conexis	107	Stafferlink
68	DirectSkills	109	TalentNow
70	ELEVATE	111	Trio VMS
73	Equip	114	VectorVMS
76	FlentisPRO	117	Workday VNDLY
78	Magnit		
81	Matrix	120	Appendix
84	Medefis	121	Glossary
86	Nétive VMS		

Introduction and overview

Research methodology

Background of the research

Understanding Vendor Management System (VMS)

VMS market surge in mergers and acquisitions

VMS providers' key investment areas

VMS providers' growing investments in mid-market

Source of research

Our research methodology is based on four pillars of strength to produce actionable and insightful research for the industry

01 Robust definitions and frameworks

Function-specific pyramid, Total Value Equation (TVE), PEAK Matrix®, and market maturity

02 Primary sources of information

Annual contractual and operational RFIs, provider briefings and buyer interviews, web-based surveys

03 Diverse set of market touchpoints

Ongoing interactions across key stakeholders, input from a mix of perspectives and interests

04 Fact-based research

Data-driven analysis with expert perspectives, trend-analysis across market adoption, contracting, and providers

Proprietary contractual database of over 25 Vendor Management System (VMS) providers

Year-round tracking of 25+ VMS providers

Large repository of existing research in VMS

Dedicated team for VMS and Contingent Workforce Management (CWM) research

Executive-level relationships with buyers, providers, technology providers, and industry associations

Background of the research

Vendor Management Systems (VMSs) continue to be an important technology solution as an increasing number of enterprises leverage contingent workers as part of their workforce and require a capable technology solution for Contingent Workforce Management (CWM). In recent years, VMSs have not only enhanced features and functionalities related to traditional staff augmentation but also expanded capabilities to include other areas within CWM, such as services procurement, independent contractors, and direct sourcing.

The VMS technology landscape is evolving, with many technology providers building capabilities to serve specialized client needs across geographies and industries. Providers are increasing the breadth and depth of their functionalities/offerings, enhancing User Interface / User Experience (UI/UX) of solutions, and providing mobile-enabled solutions to clients. Additionally, they are enhancing integration capabilities to create end-to-end ecosystems and investing in next-generation technologies such as automation, generative AI, and AI agents.

In this report, we analyze the VMS technology landscape

across various dimensions:

- Everest Group's PEAK Matrix® evaluation, a comparative assessment of 25 leading VMS providers
- Competitive landscape of the VMS technology provider market
- Remarks on key strengths and limitations of each VMS provider
- Assessment of VMS capabilities

Scope of this report

Geography: global

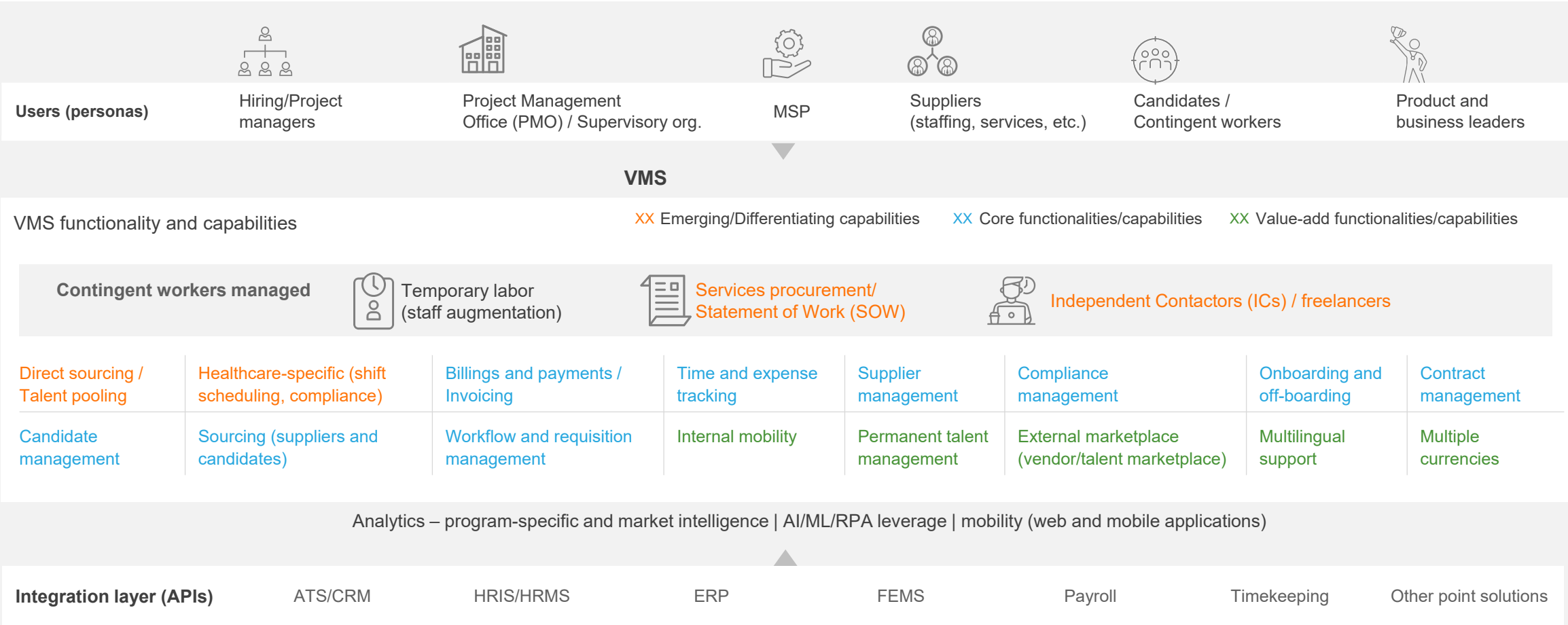
Industry: all industries

Products: Vendor Management System (VMS)

Understanding VMS

VMS is the core technology for procuring and managing contingent work

[ILLUSTRATIVE]



Note: The above is a schematic representation of all existing and emerging functionalities/capabilities of VMSs. It is important to note that the focus of VMSs can include all/specific elements within the above listed elements

Rising interest from private equity and HR tech firms is fueling a wave of VMS market M&A, aimed at enhancing capabilities and driving global expansion



Pixid acquired VectorVMS to support its broader global ambitions and bring strong US expertise in the mid-market and healthcare, BFSI, and government/public sector into the group.



Nétive VMS received a strategic investment from Fortino Capital, a European B2B software-focused private equity firm. The investment aims to accelerate Nétive's product innovation and expand its presence across Europe.



Stafferlink was acquired by Smartlinx, a workforce management solutions provider focused on healthcare. The acquisition aims to streamline contingent labor management and staffing operations for healthcare organizations.



zvoove Group, a Germany-based SaaS provider for temporary and permanent workforce solutions, acquired DirectSkills. The acquisition allows DirectSkills to pursue opportunities beyond France and integrate with zvoove's broader portfolio, including Planbition and RecruitNow.



Matrix acquired Security Watchdog for integrated background screening services, including pre-employment checks, right-to-work validation, and onboarding compliance.



Pixid acquired theMatchBox, an AI-driven recruitment solutions platform, to expand its technology offerings and AI capabilities. theMatchBox specializes in using AI to streamline candidate sourcing and matching.



Workday acquired Evisort, an AI-powered contract intelligence platform, to enhance its capabilities in contract lifecycle management. This move strengthens its position in enterprise AI by integrating advanced document understanding and legal workflow automation.

Providers are stepping up investments in key capabilities to differentiate themselves and strengthen their value proposition

[NOT EXHAUSTIVE]

Areas	Use cases	Providers with significant investments
Services procurement	- Integration with P2P platforms, contract management, and services procurement (SOW) authoring platforms - Leverage of AI for project requirements and supplier matching - Leverage of gen AI for RFI creation and contract creation	  
Advanced analytics capabilities	Predictive – forecasting talent demand, budget planning, and risk prediction Prescriptive – supplier recommendations, rate suggestions, and location-based worker sourcing	  
Building proprietary data intelligence or partnering with third-party platforms	Market intelligence – insights on relevant skills, suggestion on optimal location for sourcing, etc. Rate intelligence – suggestions on payrate specific to skills, job role, and qualifications	   
AI/ML, gen AI, AI agents, and automation	- Job description generator and enhancer - Automated candidate matching and screening - Chatbots for real-time responses - AI-based conversational decision wizard - AI agents for resume parsing and summarization, candidate comparison, and customer support	    

Organizations' interest in dedicated mid-market solutions continues to increase; consequently, VMS providers are focusing on building capabilities to provide them with access to more options

[NOT EXHAUSTIVE]



Specialized mid-market offerings from VMS providers

Organizations can leverage tailored solutions from VMS and MSP/CWM providers that are specifically designed for mid-market needs.



VMS providers with a specific mid-market focus

Enterprises can choose from VMS providers that specifically serve mid-market needs, offering more affordable, flexible, and easy-to-implement solutions.



VMS providers offering basic services

Enterprises can opt for technology providers offering end-to-end solutions. For example, some VMSs have started offering CWM-type services.



This report is based on multiple sources of proprietary information

- Proprietary database of 25 VMS providers that tracks the following elements of each contract:
 - Breadth and depth of the product functionalities
 - Core and emerging technology capabilities
 - Innovation and investments
 - Partnerships with service providers and other technology providers
 - Deployment and hosting options
 - Product-related training and support services
 - Availability and adoption of commercial model(s)
 - Security and governance
- Proprietary operational information database of providers (updated annually), that tracks the following elements of each provider:
 - Spend Under Management (SUM) and revenue
 - Number of clients
 - Number of FTEs and FTE split by geography
 - Portfolio coverage in terms of industry, geography, process areas, and buyer size
- Demonstrations and interactions with providers and other industry stakeholders
 - Current state of the market
 - Vision and strategy
 - Annual performance and outlook
 - Opportunities and challenges
 - Emerging areas of investment
- Buyer reference interviews, ongoing buyer surveys, and interactions
 - Drivers and objectives for adopting VMS
 - Apprehensions and challenges
 - Assessment of providers' performance
 - Emerging priorities / buying criteria
 - Outcomes achieved
 - Lessons learned and best practices adopted

VMSs assessed^{1,2}



beeline®

b4health

bridge.
VMS



connectingexpertise X

Directskills



ELEVATE

ELENTIS

matrix



Medefis

nétive vms

pixid X



SAP Fieldglass

simplevms



StafferLink
Healthcare Staffing Software



talentnow™



VectorVMS

workday.
VNDLY

¹ In this study, we have assessed providers' offerings / product capabilities as of 2024

² Connecting-Expertise, VectorVMS, and Pixid VMS are all part of Pixid Group – all brands continue to operate and go to market independently, hence they have been positioned accordingly

Note: The source of all content is Everest Group unless otherwise specified

Confidentiality: Everest Group takes its confidentiality pledge very seriously. Any contract-specific information collected will only be presented back to the industry in an aggregated fashion

Summary of key messages

Summary of VMS PEAK Matrix® Assessment 2025 – Global

Summary of VMS PEAK Matrix® Assessment 2025 – North America

Summary of VMS PEAK Matrix® Assessment 2025 – EMEA

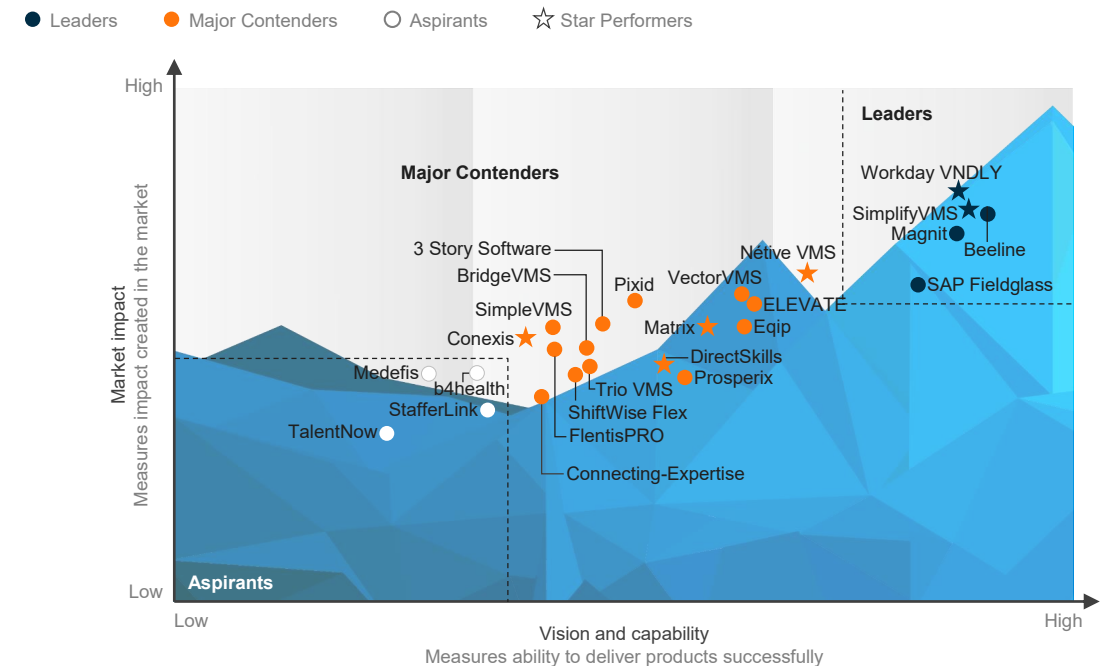
Summary of VMS PEAK Matrix® Assessment 2025 – Global

The Products PEAK Matrix® is a proprietary framework used to assess the market impact and overall vision & capability of providers.

Everest Group classifies 25 VMS providers on the Everest Group Products PEAK Matrix into the three categories of Leaders, Major Contenders, and Aspirants (arranged alphabetically below):

- **Leaders:** Beeline, Magnit, SAP Fieldglass, SimplifyVMS, and Workday VNDLY
- **Major Contenders:** 3 Story Software, BridgeVMS, Connecting-Expertise, DirectSkills, ELEVATE, Equip, FlentisPRO, Matrix, Medefis, Nétive VMS, Pixid, Prosperix, SimpleVMS, ShiftWise Flex, Trio VMS, and VectorVMS
- **Aspirants:** b4health, Medefis, StafferLink, and TalentNow
- Everest Group also identified the following VMS providers as Star Performers based on their YOY movement on the PEAK Matrix (in alphabetical order): Conexis, DirectSkills, Matrix, Nétive VMS, SimplifyVMS, and Workday VNDLY

Everest Group Vendor Management System (VMS) PEAK Matrix® Assessment 2025 – Global^{1,2,3,4}



1 Assessment for b4health, Connecting-Expertise, Medefis, Stafferlink, and TalentNow does not include provider inputs and is based on secondary research, provider public disclosures, and Everest Group's internal intelligence and interactions with enterprise buyers. Assessment for SAP Fieldglass includes partial inputs from the provider

2 Connecting-Expertise, VectorVMS, and Pixid VMS are all part of Pixid Group – all brands continue to operate and go to market independently, hence they have been positioned accordingly

3 Global VMS PEAK Matrix also includes some region- and industry-specific providers with a strategic focus on the US healthcare market. These providers include b4health, Medefis, ShiftWise Flex, StafferLink, and Trio VMS

4 Some of the other major VMS players such as AgileOne, Coupa, FlexTrack, and SmartERP are not positioned on the PEAK Matrix® due to a lack of sufficient data

Source: Everest Group (2025)

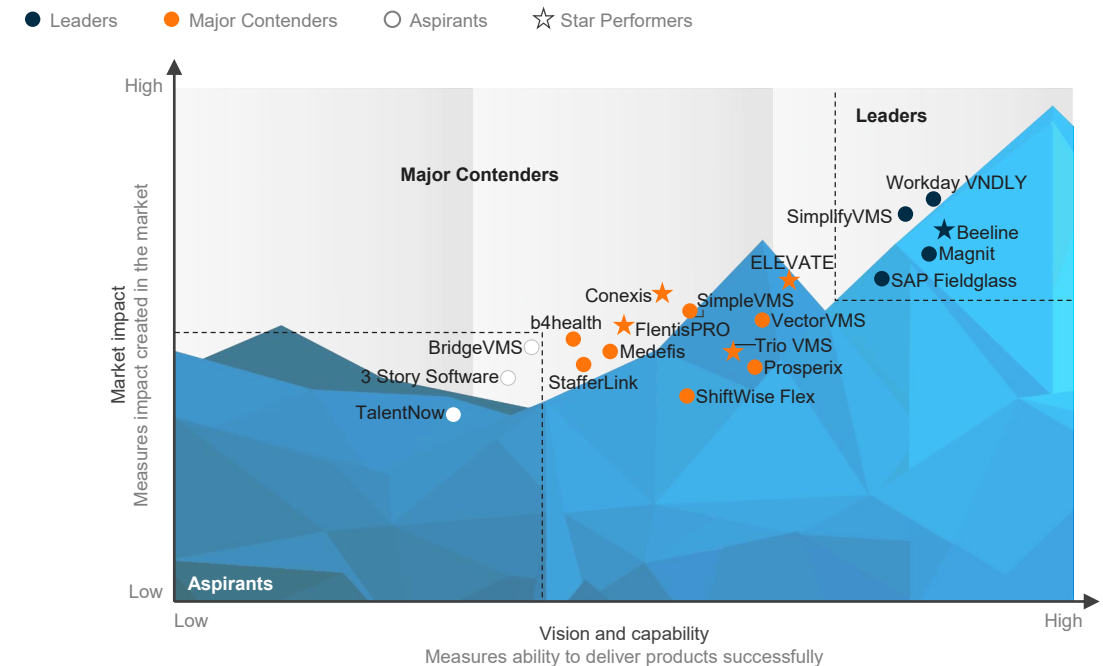
Summary of VMS PEAK Matrix® Assessment 2025 – North America

The Products PEAK Matrix® is a proprietary framework used to assess the market impact and overall vision & capability of providers.

Everest Group classifies 19 VMS providers on the Everest Group Products PEAK Matrix into the three categories of Leaders, Major Contenders, and Aspirants (arranged alphabetically below):

- **Leaders:** Beeline, Magnit, SAP Fieldglass, SimplifyVMS, and Workday VNDLY
- **Major Contenders:** b4health, Conexis, ELEVATE, FlentisPRO, Medefis, Prosperix, SimpleVMS, ShiftWise Flex, StafferLink, Trio VMS, and VectorVMS
- **Aspirants:** 3 Story Software, BridgeVMS, and TalentNow
- Everest Group also identified the following VMS providers as Star Performers based on their YOY movement on the PEAK Matrix (in alphabetical order): Beeline, Conexis, ELEVATE, FlentisPRO, and TrioVMS

Everest Group Vendor Management System (VMS) PEAK Matrix® Assessment 2025 – North America^{1,2,3}



1 Assessment for b4health, Medefis, Stafferlink, and TalentNow does not include provider inputs and is based on secondary research, provider public disclosures, and Everest Group's internal intelligence and interactions with enterprise buyers. Assessment for SAP Fieldglass includes partial inputs from the provider

2 Global VMS PEAK Matrix also includes some region- and industry-specific providers with a strategic focus on the US healthcare market, these providers include b4health, Medefis, ShiftWise Flex, StafferLink, Trio VMS

3 Some of the other major VMS players such as AgileOne, Coupa, FlexTrack, and SmartERP are not positioned on the PEAK Matrix® due to a lack of sufficient data

Source: Everest Group (2025)

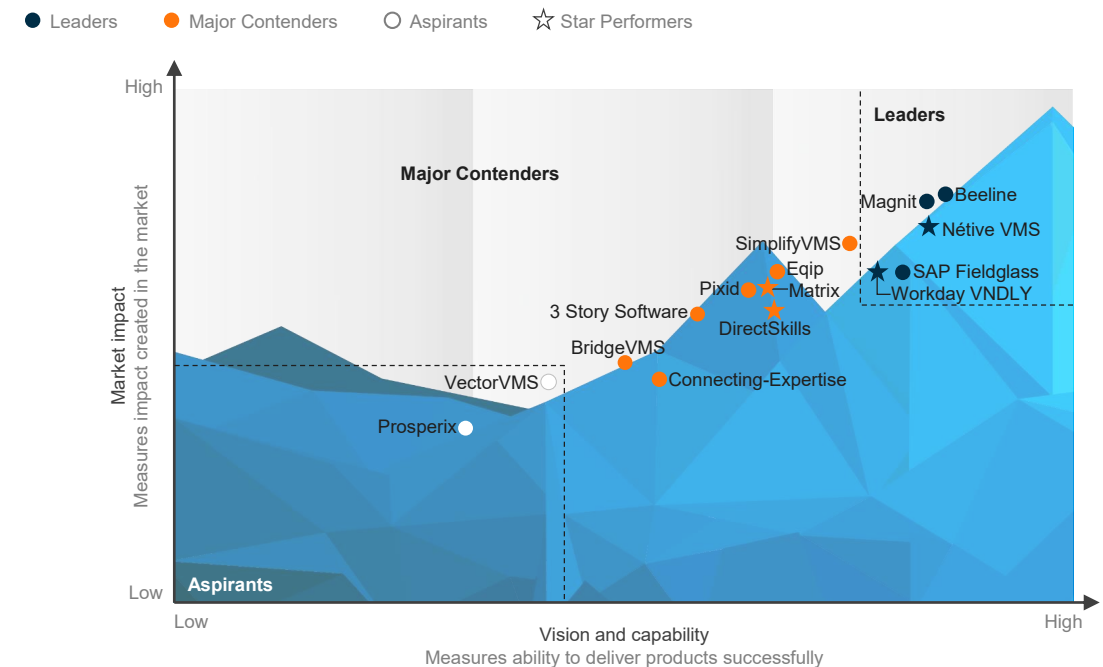
Summary of VMS PEAK Matrix® Assessment 2025 – EMEA

The Products PEAK Matrix® is a proprietary framework used to assess the market impact and overall vision & capability of providers.

Everest Group classifies 15 VMS providers on the Everest Group Products PEAK Matrix into the three categories of Leaders, Major Contenders, and Aspirants (arranged alphabetically below):

- **Leaders:** Beeline, Magnit, Nétive VMS, SAP Fieldglass, Workday VNDLY
- **Major Contenders:** 3 Story Software, BridgeVMS, Connecting-Expertise, DirectSkills, Equip, Matrix, Pixid, and SimplifyVMS
- **Aspirants:** Prosperix and VectorVMS
- Everest Group also identified the following VMS providers as Star Performers based on their YOY movement on the PEAK Matrix (in alphabetical order): DirectSkills, Nétive VMS, Matrix, and Workday VNDLY

Everest Group Vendor Management System (VMS) PEAK Matrix® Assessment 2025 – EMEA^{1,2,3}



1 Assessment for Connecting-Expertise does not include provider inputs and is based on secondary research, provider public disclosures, and Everest Group's internal intelligence and interactions with enterprise buyers. Assessment for SAP Fieldglass includes partial inputs from the provider

2 Connecting-Expertise, VectorVMS, and Pixid VMS are all part of Pixid Group – all brands continue to operate and go to market independently, hence they have been positioned accordingly

3 Some of the other major VMS players such as AgileOne, Coupa, FlexTrack, and SmartERP are not positioned on the PEAK Matrix® due to a lack of sufficient data

Source: Everest Group (2025)

Global VMS PEAK Matrix® characteristics

PEAK Matrix framework

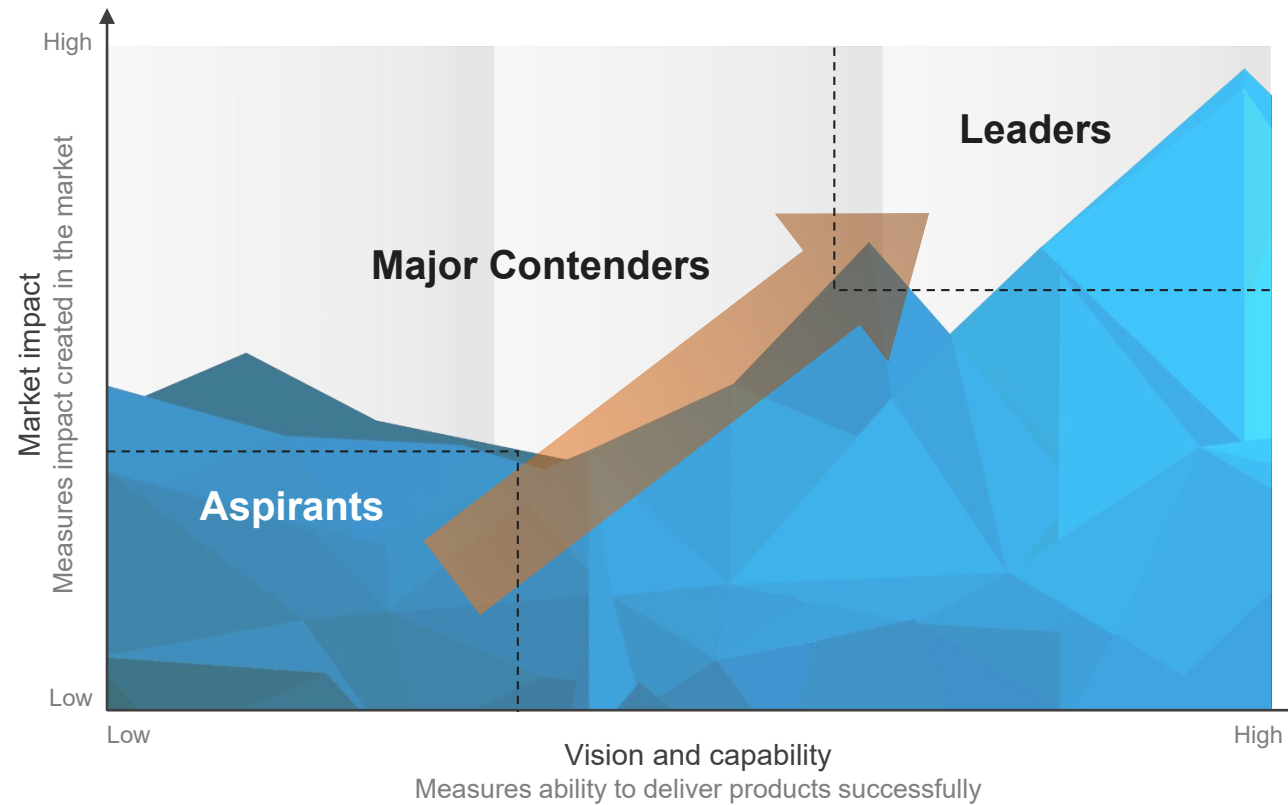
Everest Group PEAK Matrix for Global VMS

Star Performers capability overview

Provider capability summary dashboard

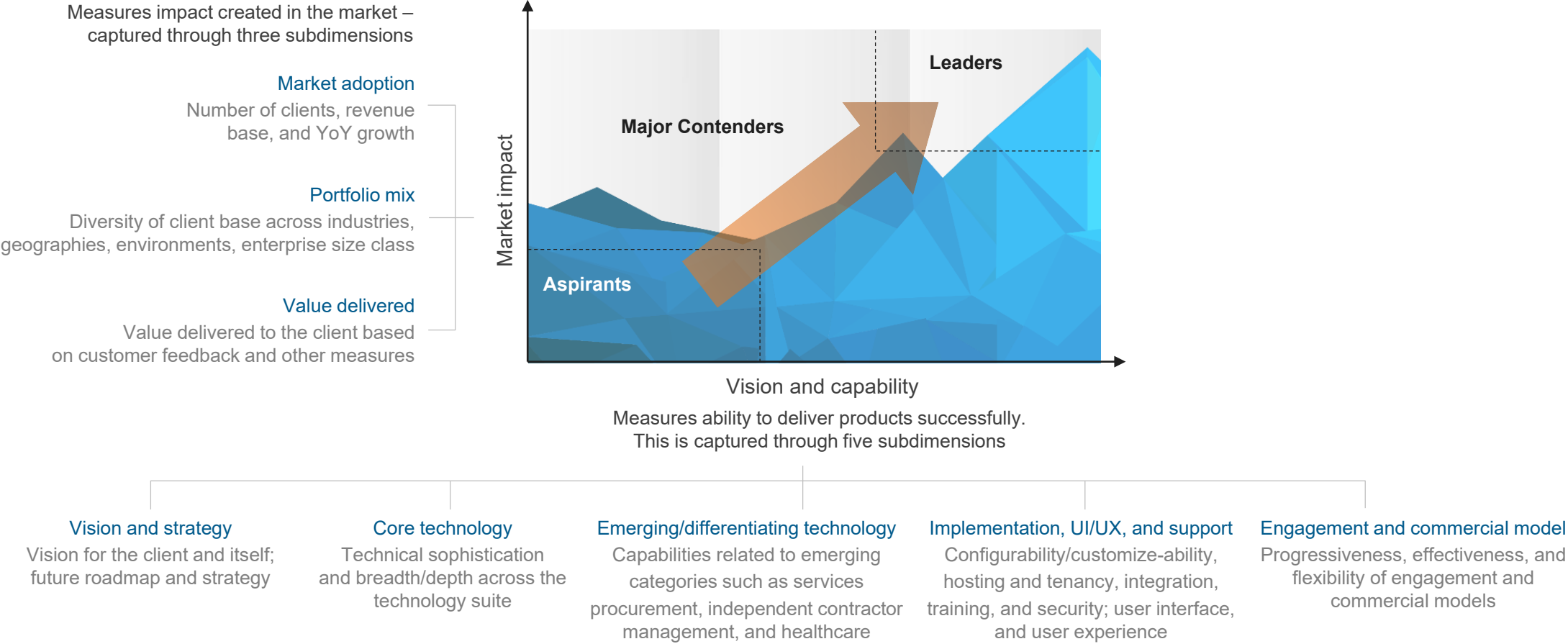
Everest Group PEAK Matrix® is a proprietary framework for assessment of market impact and vision and capability

Everest Group PEAK Matrix



Please click [Everest Group PEAK Matrix®](#) for more information

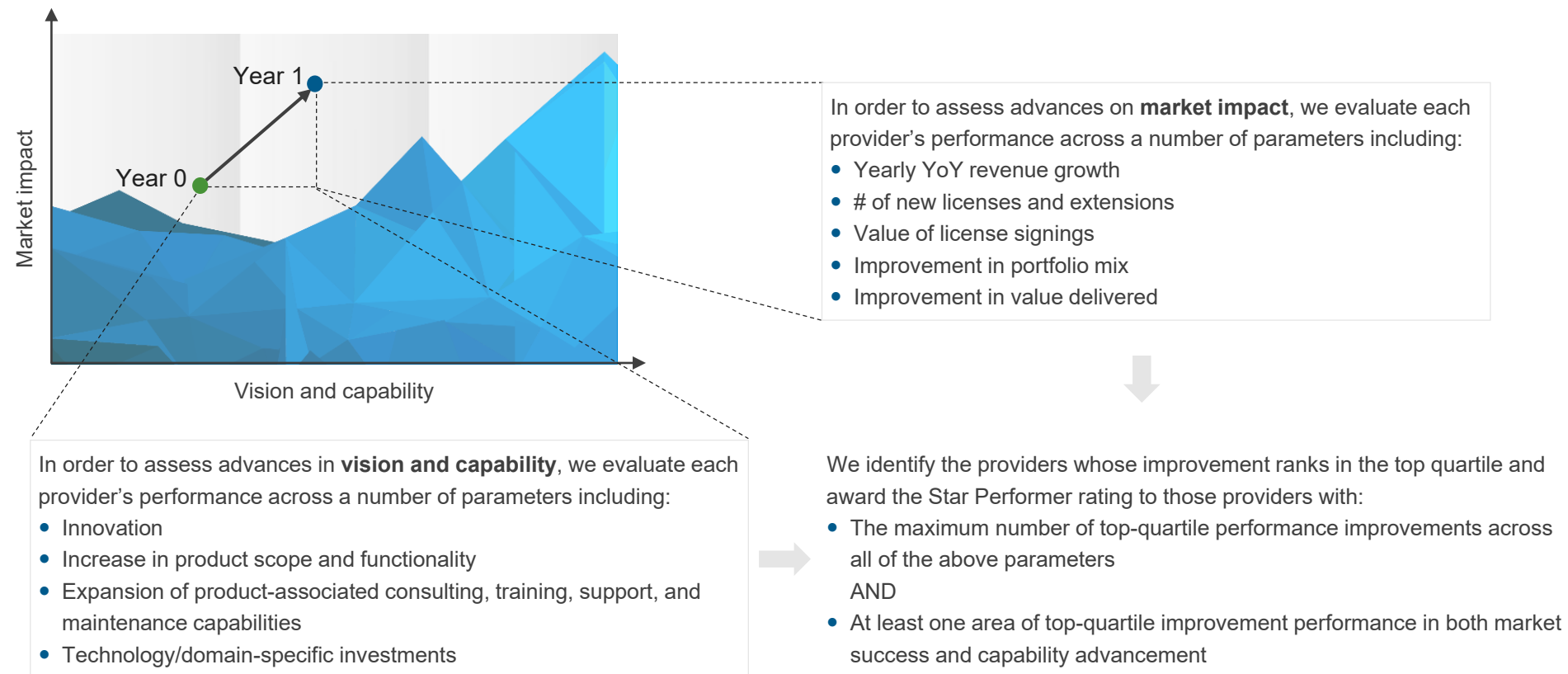
Products PEAK Matrix® evaluation dimensions



Everest Group confers the Star Performer title on providers that demonstrate the most improvement over time on the PEAK Matrix®

Methodology

Everest Group selects Star Performers based on the relative YoY improvement on the PEAK Matrix



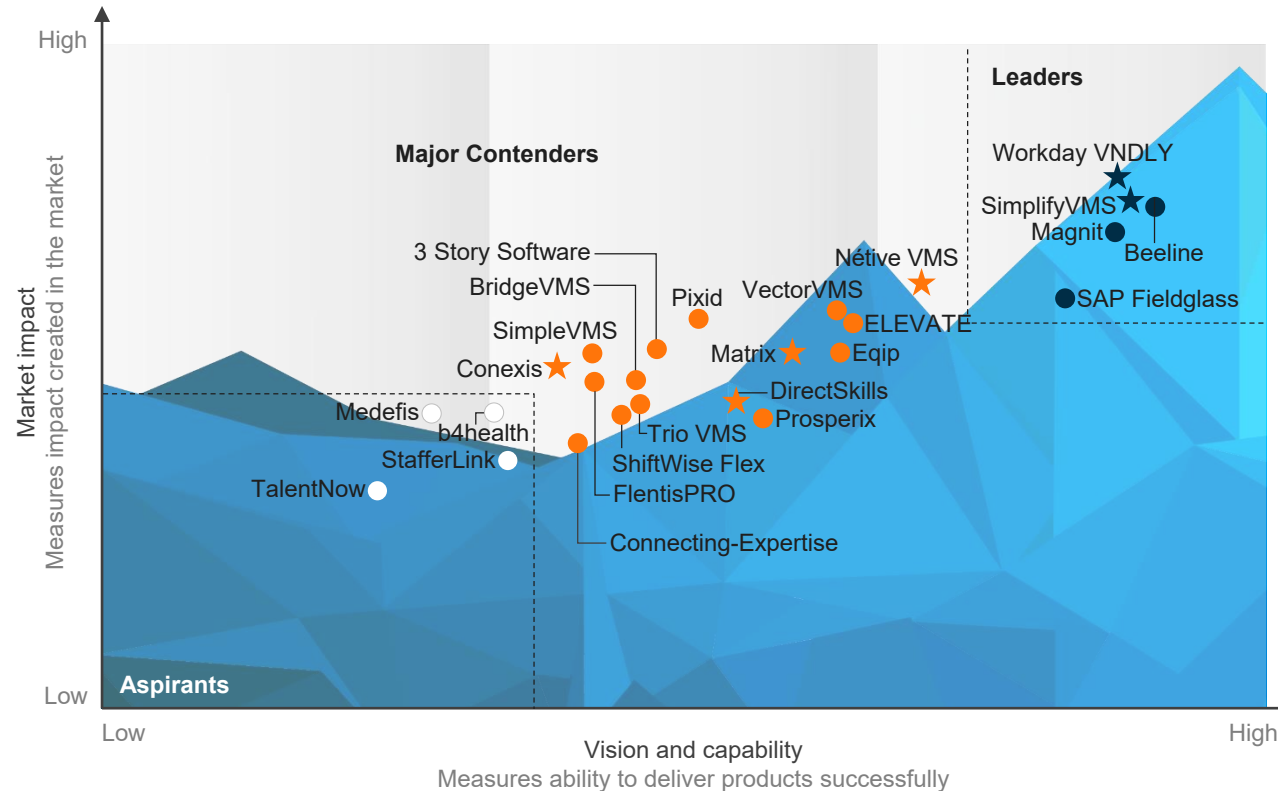
The Star Performer title relates to YoY performance for a given provider and does not reflect the overall market leadership position, which is identified as Leader, Major Contender, or Aspirant.

Everest Group PEAK Matrix®

VMS PEAK Matrix® Assessment 2025 – Global

Everest Group VMS PEAK Matrix® Assessment 2025 – Global^{1,2,3,4}

- Leaders
- Major Contenders
- Aspirants
- ☆ Star Performers



1 Assessment for b4health, Connecting-Expertise, Medefis, Stafferlink, and TalentNow does not include provider inputs and is based on secondary research, provider public disclosures, and Everest Group's internal intelligence and interactions with enterprise buyers. Assessment for SAP Fieldglass includes partial inputs from the provider

2 Connecting-Expertise, VectorVMS, and Pixid VMS are all part of Pixid Group – all brands continue to operate and go to market independently, hence they have been positioned accordingly

3 Global VMS PEAK Matrix also includes some region- and industry-specific providers with a strategic focus on the US healthcare market. These providers include b4health, Medefis, ShiftWise Flex, StafferLink, and Trio VMS

4 Some of the other major VMS players such as AgileOne, Coupa, FlexTrack, and SmartERP are not positioned on the PEAK Matrix® due to a lack of sufficient data

Source: Everest Group (2025)

Everest Group has identified six providers as Star Performers in 2025 (page 1 of 2)

VMS Star Performers	Distinguishing features of market impact in 2024	Distinguishing features of capability advances in 2024	Change in PEAK Matrix® positioning for VMS
Conexis	- Registered one of the highest growth rates in managed spend and clients in 2024 - Added a large number of MSP clients to its portfolio	- Improved its time and expense tracking module by integrating with clock-in/clock-out systems - Supports healthcare and industrial use cases with Workshift for self-scheduling and uAttend for timekeeping and invoicing	Moved from Aspirants to Major Contenders
DirectSkills	- Achieved strong growth in managed spend in 2024 - DirectSkills got acquired by zvoove group in April 2024, expanding its capabilities and reach within the broader workforce solutions ecosystem	- Launched its mobile application and new UI, enhancing the end customer experience - Integrated with platforms, such as Planbition and RecruitNow, to expand its services toward shift-scheduling and ATS capabilities	Strengthened its Major Contenders positioning
Matrix	- Gained signification traction from mid-market clients - Demonstrated increase in its services procurement spend	- Launched Matrix Prism, to provide a modern low-code VMS platform with refreshed UI/UX - Acquired Security Watchdog for integrating background screening services in its portfolio	Strengthened its Major Contenders positioning

Everest Group has identified six providers as Star Performers in 2025 (page 2 of 2)

VMS Star Performers	Distinguishing features of market impact in 2024	Distinguishing features of capability advances in 2024	Change in PEAK Matrix® positioning for VMS
Nétive VMS	- Grew steadily in terms of managed spend and clients - Gained investment from Fortino Capital, a private equity firm, to further enhance its services portfolio	- Deepened investments in generative AI capabilities such as AI-based semantic matching, AI agents, and AI implementation - Increased capabilities for blue-collar workers	Strengthened its Major Contenders positioning
SimplifyVMS	- Achieved strong double-digit growth in managed spend and number of clients in 2024 - Expanded significantly into the EMEA market - Won several large market deals in 2024	- Strengthened its AI capabilities by introducing AI-powered candidate screening and self-service bots - Integrated with HireHQ to enhance its direct sourcing capabilities	Strengthened its Leaders positioning
Workday VNDLY	- Registered one of the highest growth in managed spend in 2024 - User-friendly interface and implementation experience were consistently appreciated by clients	- Launched Workday Illuminate to further deepen its investments in generative AI capabilities - Integrated with TalentNet platform to strengthen its direct sourcing capabilities	Strengthened its Leaders positioning

Summary dashboard | market impact and vision and capability assessment of VMS providers in 2025 – global (page 1 of 4)

Leaders

Measure of capability:  Low  High

Provider	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
Beeline										
Magnit										
SAP Fieldglass										
SimplifyVMS										
Workday VNDLY										

Note: Value delivered score impacted for providers that did not provide adequate number of buyer references

Summary dashboard | market impact and vision and capability assessment of VMS providers in 2025 – global (page 2 of 4)

Major Contenders

Measure of capability:  Low  High

Provider	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
3 Story Software										
BridgeVMS										
Connecting- Expertise										
Conexis										
DirectSkills										
ELEVATE										
Equip										
FlentisPRO										

Note: Value delivered score impacted for providers that did not provide adequate number of buyer references

Summary dashboard | market impact and vision and capability assessment of VMS providers in 2025 – global (page 3 of 4)

Major Contenders

Measure of capability:  Low  High

Provider	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
Matrix										
Nétive VMS										
Pixid										
Prosperix										
Shiftwise Flex										
SimpleVMS										
Trio VMS										
VectorVMS										

Note: Value delivered score impacted for providers that did not provide adequate number of buyer references

Summary dashboard | market impact and vision and capability assessment of VMS providers in 2025 – global (page 4 of 4)

Aspirants

Measure of capability:  Low  High

Provider	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
b4health										
Medefis										
StafferLink										
TalentNow										

Note: Value delivered score impacted for providers that did not provide adequate number of buyer references

North America VMS PEAK Matrix® characteristics

Everest Group PEAK Matrix for North America VMS

Star Performers capability overview

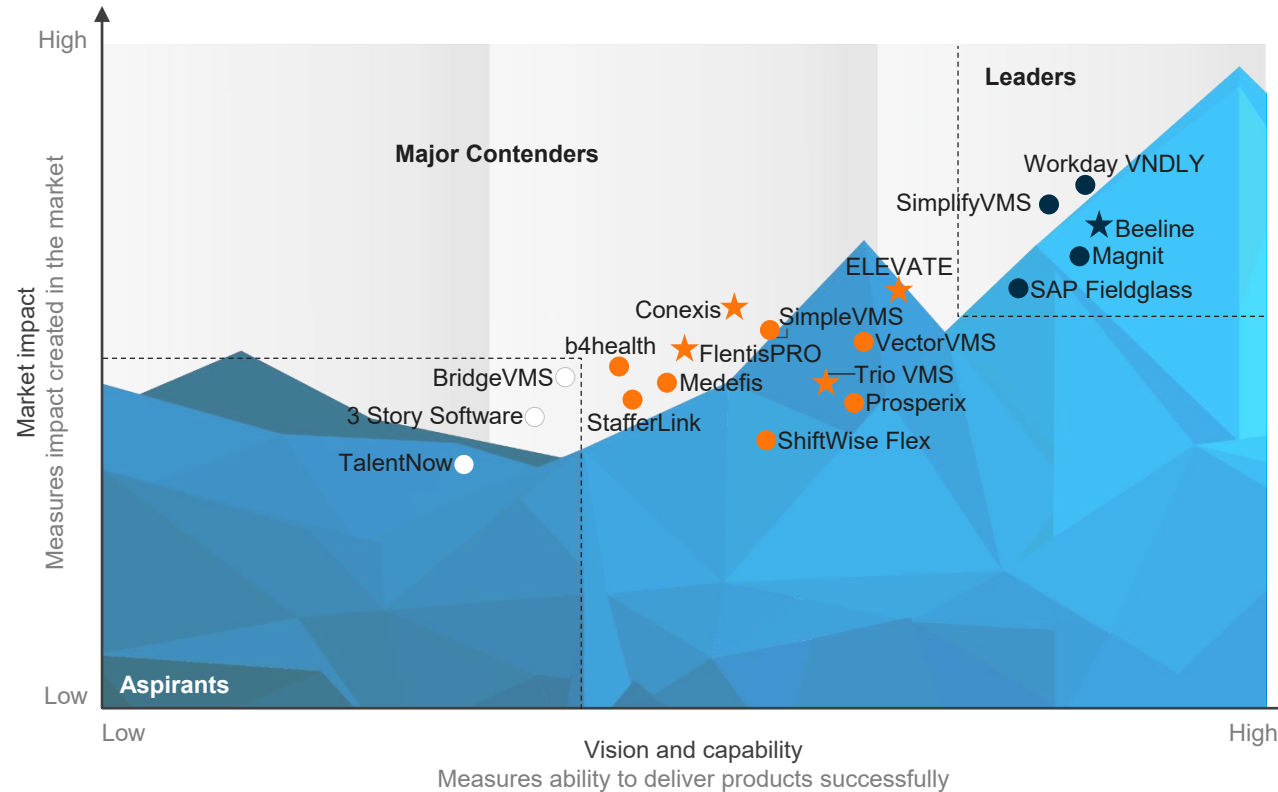
Provider capability summary dashboard

Everest Group PEAK Matrix®

VMS PEAK Matrix® Assessment 2025 – North America

Everest Group VMS PEAK Matrix® Assessment 2025 – North America^{1,2,3}

- Leaders
- Major Contenders
- Aspirants
- ☆ Star Performers



¹ Assessment for b4health, Medefis, Stafferlink, and TalentNow does not include provider inputs and is based on secondary research, provider public disclosures, and Everest Group's internal intelligence and interactions with enterprise buyers. Assessment for SAP Fieldglass includes partial inputs from the provider

² Global VMS PEAK Matrix also includes some region- and industry-specific providers with a strategic focus on the US healthcare market, these providers include b4health, Medefis, ShiftWise Flex, StafferLink, Trio VMS

³ Some of the other major VMS players such as AgileOne, Coupa, FlexTrack, and SmartERP are not positioned on the PEAK Matrix® due to a lack of sufficient data

Source: Everest Group (2025)

Everest Group has identified five providers as the 2025 Star Performers in North America (page 1 of 2)

VMS Star Performers	Distinguishing features of market impact in 2024	Distinguishing features of capability advances in 2024	Change in PEAK Matrix® positioning for VMS
Beeline	• Won deals because of extensive services procurement capabilities • Referenced clients appreciated Beeline's intuitive interface and ongoing enhancements to usability	• Launched JoinedUp by Beeline to address the needs of high-volume, shift-based environments for industries such as healthcare and light industrial • Leveraged generative AI to support skills-based hiring	Strengthened its Leaders positioning
Conexis	• Registered one of the highest growth rates in managed spend and clients in 2024 • Added a large number of MSP clients to its portfolio	• Integrated Docusign for an elevated onboarding experience • Improved its time and expense tracking module by integrating with clock-in/clock-out systems	Strengthened its Major Contenders positioning
ELEVATE	• Achieved strong double-digit growth in SUM and acquired new clients in 2024 • Received one of the highest scores on delivering value to clients • Extended its geographic presence to Canada	• Enhanced its generative AI capabilities by providing AI-generated prescreening questions, hiring manager and candidate insights • Doubled down on functionalities for light-industrial clients by launching improved alternative work schedules and break period tracking capabilities	Strengthened its Major Contenders positioning

Everest Group has identified five providers as the 2025 Star Performers in North America

(page 2 of 2)

VMS Star Performers	Distinguishing features of market impact in 2024	Distinguishing features of capability advances in 2024	Change in PEAK Matrix® positioning for VMS
FlentisPRO	• Displayed strong double-digit growth in managed spend and doubled its client base in 2024 • Referenced clients valued FlentisPRO's platform configurability and rapid issue resolution	• Deepened its AI functionalities by introducing AI-powered candidate scoring that analyzes resumes against job descriptions • Increased functionalities for healthcare and blue-collar industries	Strengthened its Major Contenders positioning
Trio VMS	• Demonstrated steady growth in managed spend in 2024 • Secured mid-market clients in 2024	• Strengthened direct sourcing by building capabilities to manage internal resources and agency talent pool • Offered eVMS to clients, reducing the complexity and cost of a full-fledged VMS	Strengthened its Major Contenders positioning

Summary dashboard | market impact and vision and capability assessment of VMS providers in 2025 – North America (page 1 of 4)

Leaders

Measure of capability:  Low  High

Provider	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
Beeline										
Magnit										
SAP Fieldglass										
SimplifyVMS										
Workday VNDLY										

Note: Value delivered score impacted for providers that did not provide adequate number of buyer references

Summary dashboard | market impact and vision and capability assessment of VMS providers in 2025 – North America (page 2 of 4)

Major Contenders

Measure of capability:  Low  High

Provider	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
b4health										
Conexis										
ELEVATE										
FlentisPRO										
Medefis										
Prosperix										

Note: Value delivered score impacted for providers that did not provide adequate number of buyer references

Summary dashboard | market impact and vision and capability assessment of VMS providers in 2025 – North America (page 3 of 4)

Major Contenders

Measure of capability:  Low  High

Provider	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
Shiftwise Flex										
SimpleVMS										
StafferLink										
Trio VMS										
VectorVMS										

Note: Value delivered score impacted for providers that did not provide adequate number of buyer references

Summary dashboard | market impact and vision and capability assessment of VMS providers in 2025 – North America (page 4 of 4)

Aspirants

Measure of capability:  Low  High

Provider	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
3 Story Software										
BridgeVMS										
TalentNow										

Note: Value delivered score impacted for providers that did not provide adequate number of buyer references

EMEA VMS PEAK Matrix® characteristics

Everest Group PEAK Matrix for EMEA VMS

Star Performers capability overview

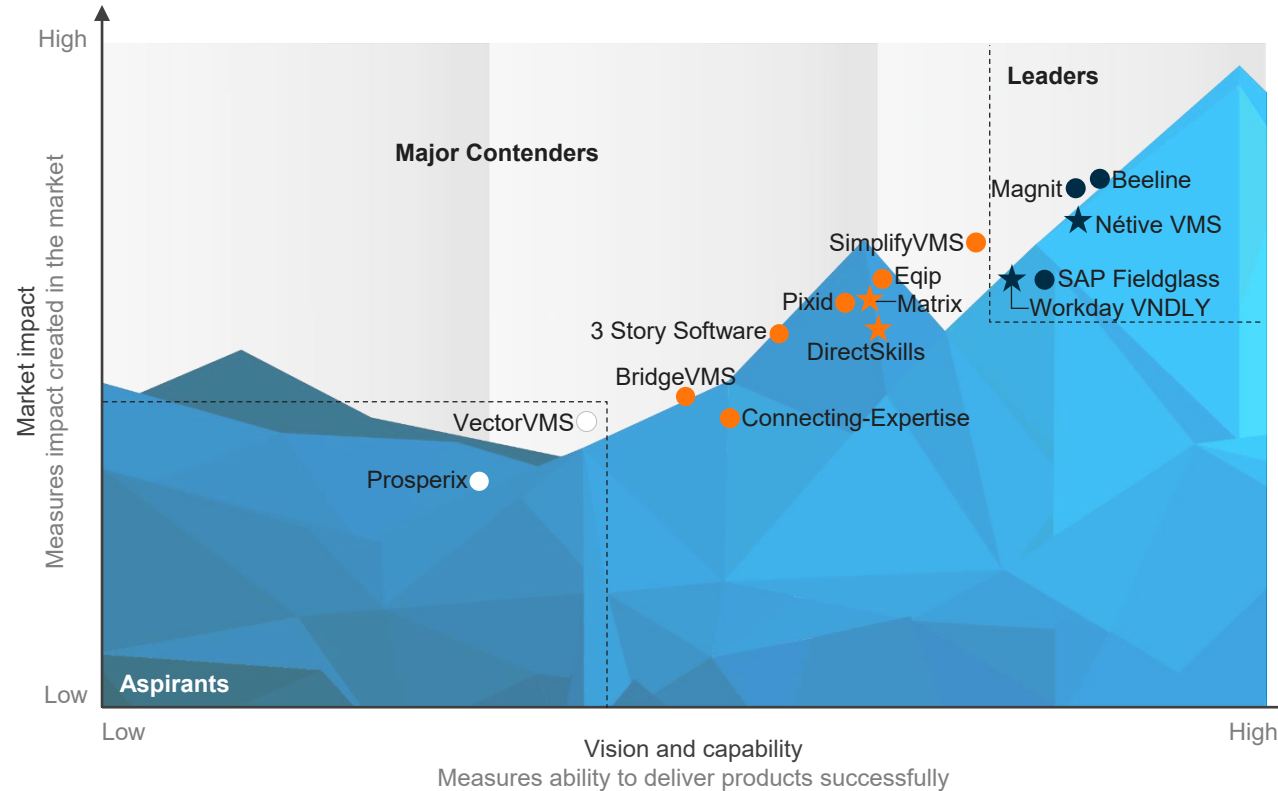
Provider capability summary dashboard

Everest Group PEAK Matrix®

VMS PEAK Matrix® Assessment 2025 – EMEA

Everest Group VMS PEAK Matrix® Assessment 2025 – EMEA^{1,2,3}

- Leaders
- Major Contenders
- Aspirants
- ☆ Star Performers



¹ Assessment for Connecting-Expertise does not include provider inputs and is based on secondary research, provider public disclosures, and Everest Group's internal intelligence and interactions with enterprise buyers. Assessment for SAP Fieldglass includes partial inputs from the provider

² Connecting-Expertise, VectorVMS, and Pixid VMS are all part of Pixid Group – all brands continue to operate and go to market independently, hence they have been positioned accordingly

³ Some of the other major VMS players such as AgileOne, Coupa, FlexTrack, and SmartERP are not positioned on the PEAK Matrix® due to a lack of sufficient data

Source: Everest Group (2025)

Everest Group has identified five providers as the 2025 Star Performers in EMEA (page 1 of 2)

VMS Star Performers	Distinguishing features of market impact in 2024	Distinguishing features of capability advances in 2024	Change in PEAK Matrix® positioning for VMS
DirectSkills	- Achieved strong growth in managed spend in 2024 - DirectSkills got acquired by zvoove group in April 2024, expanding its capabilities and reach within the broader workforce solutions ecosystem	- Launched its mobile application and new UI, enhancing the end customer experience - Integrated with platforms, such as Planbition and RecruitNow, to expand its services toward shift-scheduling and ATS capabilities	Strengthened its Major Contenders positioning
Matrix	- Gained significant traction from mid-market clients - Demonstrated increase in its services procurement spend	- Launched Matrix Prism, to provide a modern low-code VMS platform with refreshed UI/UX - Acquired Security Watchdog for integrating background screening services in its portfolio	Strengthened its Major Contenders positioning
Nétive VMS	- Grew steadily in terms of managed spend and clients - Gained investment from Fortino Capital, a private equity firm, to further enhance its services portfolio	- Deepened investments in generative AI capabilities such as AI-based semantic matching, AI agents, and AI implementation - Increased capabilities for blue-collar workers	Strengthened its Major Contenders positioning

Everest Group has identified five providers as the 2025 Star Performers in EMEA (page 2 of 2)

VMS Star Performers	Distinguishing features of market impact in 2024	Distinguishing features of capability advances in 2024	Change in PEAK Matrix® positioning for VMS
Workday VNDLY	- Registered one of the highest growth in managed spend in 2024 - User-friendly interface and implementation experience were consistently appreciated by clients	- Launched Workday Illuminate to further deepen its investments in generative AI capabilities - Integrated with TalentNet platform to strengthen its direct sourcing capabilities	Moved from Major Contenders to Leaders

Summary dashboard | market impact and vision and capability assessment of VMS providers in 2025 – EMEA (page 1 of 3)

Leaders

Measure of capability:  Low  High

Provider	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
Beeline										
Magnit										
Nétive VMS										
SAP Fieldglass										
Workday VNDLY										

Note: Value delivered score impacted for providers that did not provide adequate number of buyer references

Summary dashboard | market impact and vision and capability assessment of VMS providers in 2025 – EMEA (page 2 of 3)

Major Contenders

Measure of capability:  Low  High

Provider	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
3 Story Software										
BridgeVMS										
Connecting-Expertise										
DirectSkills										
Equip										
Matrix										
Pixid										
SimplifyVMS										

Note: Value delivered score impacted for providers that did not provide adequate number of buyer references

Summary dashboard | market impact and vision and capability assessment of VMS providers in 2025 – EMEA (page 3 of 3)

Aspirants

Measure of capability:  Low  High

Provider	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
Prosperix										
VectorVMS										

Note: Value delivered score impacted for providers that did not provide adequate number of buyer references

Competitor overview

VMS provider landscape

VMS landscape by geography

Major VMS providers in key countries

VMS market share by industry

VMS capability overview

VMS market share by Spend Under Management (SUM)

VMS provider capability by job type

VMS provider landscape

A rapidly evolving provider landscape with varying provider value propositions and backgrounds is disrupting the VMS market

	Pure-play VMS	Staffing/MSP affiliation or broad-based providers (services and technology)	Enterprise software provider affiliation (ERP, HR, etc.)
	beeline* connectingexpertise Conexis ELENTIS nétive vms	3 STORY SOFTWARE A HAYS COMPANY bridge. VMS ELEVATE Magnit™ The Evolution of Work™ matrix simplify beyond the vms VectorVMS	coupa SAP Fieldglass SMART Talent Procurement workday. VNDLY
Evolved from a marketplace background	equip prosperix talentnow™		
Exclusively healthcare-focused	stafferlink™ Healthcare Staffing Software	Medefis™ b4health SW ShiftWise Flex trio WORKFORCE SOLUTIONS	
Exclusively blue-collar-focused	Directskills pixid simplevms		

Note: Some of the other major VMS players such as Coupa and SmartERP are not positioned on the PEAK due to lack of tangible data on them.
Source: Everest Group (2025)

VMS landscape by geography (page 1 of 2)

The VMS provider landscape is evolving rapidly across geographies

VMS providers by geography (based on headquarters location)
Arranged alphabetically



North America



Europe



Note: Some of the other major VMS players such as Coupa and SmartERP are not positioned on the PEAK due to lack of tangible data on them.
Source: Everest Group (2025)

VMS landscape by geography (page 2 of 2)

North America is the most mature market, followed by EMEA and APAC

Spend Under Management: Low    High

Provider (in alphabetical order)	North America	EMEA	APAC
3 Story Software			
b4health			
Beeline			
BridgeVMS			
Connecting-Expertise			
Conexis			
DirectSkills			
ELEVATE			
Equip			
FlentisPRO			
Magnit			
Matrix			
Medefis			

Note: The above analysis is based on the providers' spend under management in each region relative to other providers
Source: Everest Group (2025)

Provider (in alphabetical order)	North America	EMEA	APAC
Nétive VMS			
Pixid			
Prosperix			
SAP Fieldglass			
Shiftwise Flex			
SimpleVMS			
SimplifyVMS			
StafferLink			
TalentNow			
Trio VMS			
VectorVMS			
Workday VNDLY			

VMS landscape in key countries

Several VMS providers have regional (multiple countries in a region) and global (multi-regional) presence

Major VMS providers in key countries by SUM

(Providers are listed in alphabetical order within each country)

Australia	Belgium	Canada	France	Germany	India
 A HAYS COMPANY   The Evolution of Work™   beyond the vms	  The Evolution of Work™    beyond the vms	   The Evolution of Work™   beyond the vms 	 A HAYS COMPANY     beyond the vms	 A HAYS COMPANY     beyond the vms	  The Evolution of Work™   beyond the vms
Sweden	Switzerland	Netherlands	UK	US	
   The Evolution of Work™   beyond the vms	 A HAYS COMPANY    The Evolution of Work™   beyond the vms	  The Evolution of Work™    beyond the vms	 A HAYS COMPANY    The Evolution of Work™     beyond the vms 	 A HAYS COMPANY       The Evolution of Work™       beyond the vms  Healthcare Staffing Software   WORKFORCE SOLUTIONS  	

VMS market share by industry

VMS providers are continuing to broaden their industry coverage, including high-volume, shift-based sectors such as light industrials, as well as relatively untapped industries such as government and the public sector

Top service providers across industries by number of active clients

(Providers are listed in alphabetical order within each industry)

BFSI	Energy and utilities	Healthcare	Hi-tech and telecom
       	     	          	      
Government / Public sector	Manufacturing	Pharmaceuticals and life sciences	Retail
      	       	     	    

VMS capability overview (page 1 of 3)

VMSs are expanding beyond traditional staff augmentation to include services procurement, independent contractors, and direct sourcing; however, the focus and maturity of VMSs varies considerably

Breadth and depth of functionality/capability: Low ● ● ● ● High

Provider (in alphabetical order)	Contingent workers managed			Direct sourcing capabilities	Marketplace capability (vendor/supplier/talent)
	Temporary labor management	Services procurement / SOW management	Independent contractor management		
3 Story Software	●	●	●	●	●
b4health	●	●	●	●	●
Beeline	●	●	●	●	●
BridgeVMS	●	●	●	●	●
Connecting-Expertise	●	●	●	●	●
Conexis	●	●	●	●	●
DirectSkills	●	●	●	●	●
ELEVATE	●	●	●	●	●
Equip	●	●	●	●	●
FlentisPRO	●	●	●	●	●
Magnit	●	●	●	●	●

Note: The above analysis is based on providers' relative functionalities/capabilities across different modules. However, enterprises need to evaluate the breadth and depth of capabilities against their specific set of requirements when selecting a VMS

VMS capability overview (page 2 of 3)

VMSs are expanding beyond traditional staff augmentation to include services procurement, independent contractors, and direct sourcing; however, the focus and maturity of VMSs varies considerably

Breadth and depth of functionality/capability: Low ● ● ● ● High

Provider (in alphabetical order)	Contingent workers managed			Direct sourcing capabilities	Marketplace capability (vendor/supplier/talent)
	Temporary labor management	Services procurement / SOW management	Independent contractor management		
Matrix	●	●	●	●	●
Medefis	●	●	●	●	●
Nétive VMS	●	●	●	●	●
Pixid	●	●	●	●	●
Prosperix	●	●	●	●	●
SAP Fieldglass	●	●	●	●	●
ShiftWise Flex	●	●	●	●	●
SimpleVMS	●	●	●	●	●
SimplifyVMS	●	●	●	●	●
StafferLink	●	●	●	●	●
TalentNow	●	●	●	●	●

Note: The above analysis is based on providers' relative functionalities/capabilities across different modules. However, enterprises need to evaluate the breadth and depth of capabilities against their specific set of requirements when selecting a VMS

VMS capability overview (page 3 of 3)

VMSs are expanding beyond traditional staff augmentation to include services procurement, independent contractors, and direct sourcing; however, the focus and maturity of VMSs varies considerably

Breadth and depth of functionality/capability: Low    High

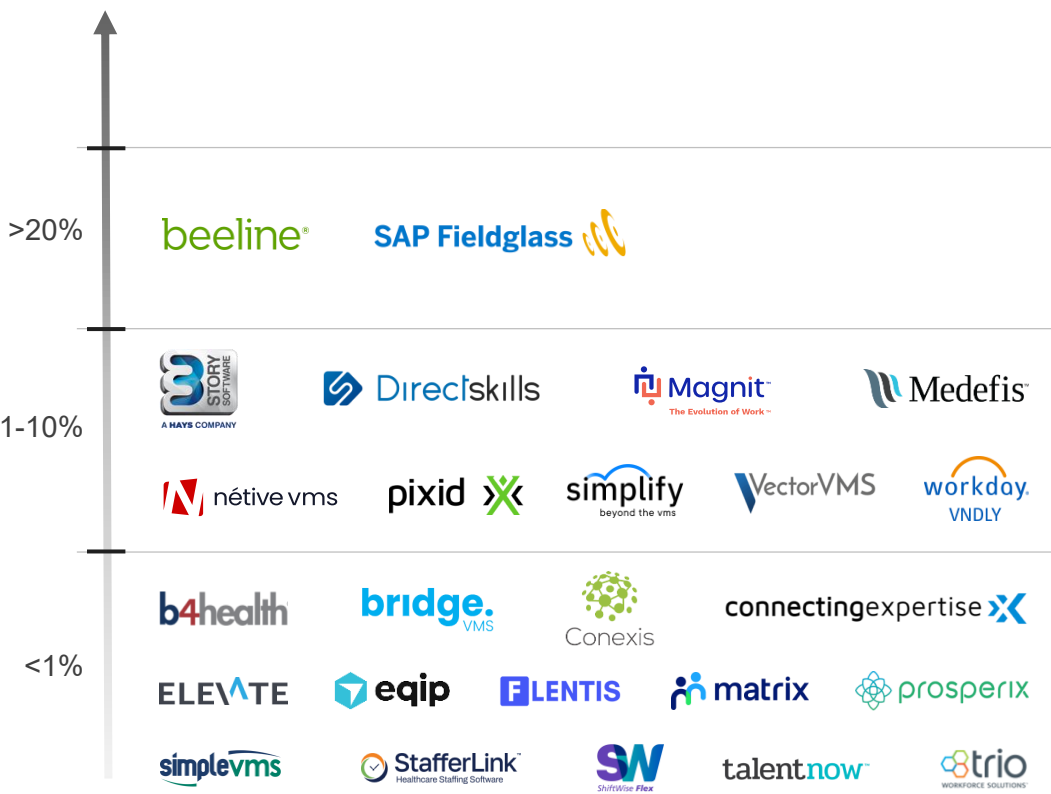
Provider (in alphabetical order)	Contingent workers managed			Direct sourcing capabilities	Marketplace capability (vendor/supplier/talent)
	Temporary labor management	Services procurement / SOW management	Independent contractor management		
Trio VMS					
VectorVMS					
Workday VNDLY					

Note: The above analysis is based on providers' relative functionalities/capabilities across different modules. However, enterprises need to evaluate the breadth and depth of capabilities against their specific set of requirements when selecting a VMS

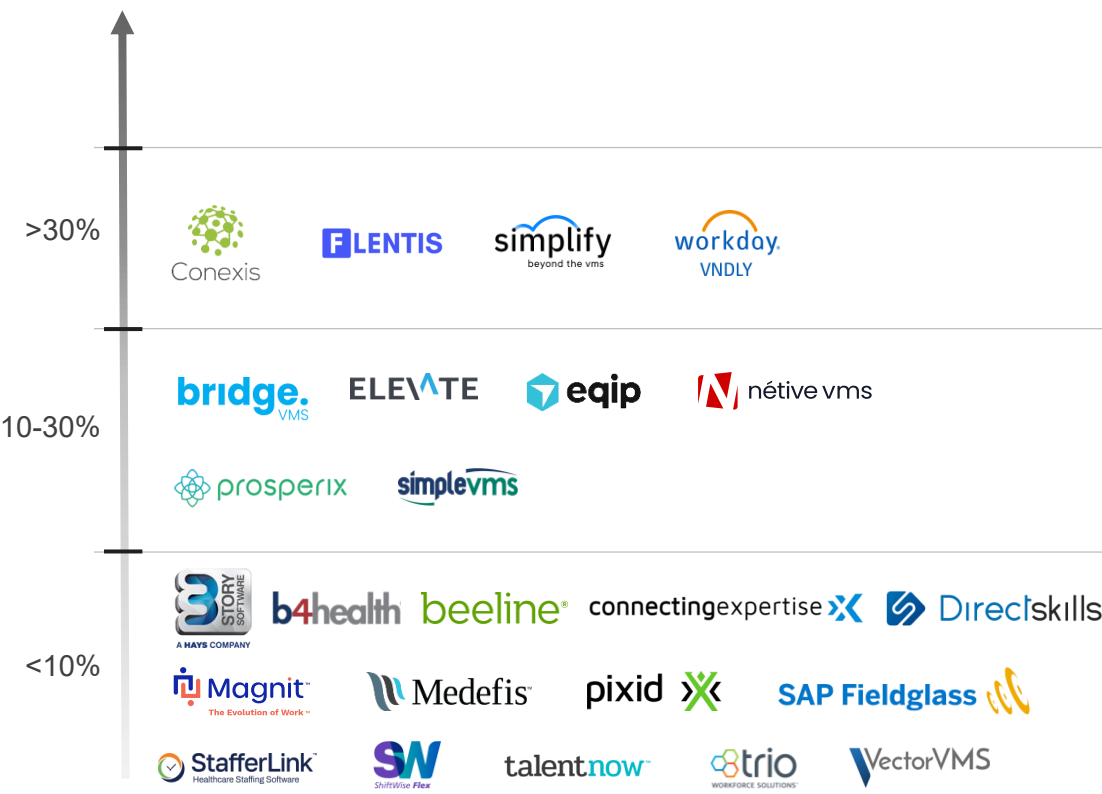
VMS market share by SUM

In 2024, despite the economic slowdown, VMS providers persisted, with some expanding their market presence and increasing their market share

Providers' VMS market share by SUM; 2024
(Providers are listed in alphabetical order within each category)



Providers' YoY growth in VMS SUM; 2024
(Providers are listed in alphabetical order within each category)



VMS provider capability by job type

The capabilities of VMSs in serving blue-collar and healthcare job roles vary substantially

Capability and market traction: Low    High

Provider (in alphabetical order)	Blue collar (inc. high volume, light industrial)	White and pink collar	Healthcare professionals	Provider (in alphabetical order)	Blue collar (inc. high volume, light industrial)	White and pink collar	Healthcare professionals
3 Story Software				Nétive VMS			
b4health				Pixid			
Beeline				Prosperix			
BridgeVMS				SAP Fieldglass			
Connecting-Expertise				Shiftwise Flex			
Conexis				SimpleVMS			
DirectSkills				SimplifyVMS			
ELEVATE				StafferLink			
Equip				TalentNow			
FlentisPRO				Trio VMS			
Magnit				VectorVMS			
Matrix				Workday VNDLY			
Medefis							

Note: The above analysis is based on the providers' spend under management in each region relative to other providers
Source: Everest Group (2025)

Enterprise sourcing considerations

- 3 Story Software
- b4health
- Beeline
- BridgeVMS
- Connecting-Expertise
- Conexis
- DirectSkills
- ELEVATE
- Equip
- FlentisPRO
- Magnit
- Matrix
- Medefis
- Nétive VMS
- Pixid
- Prosperix
- SAP Fieldglass
- Shiftwise Flex
- SimpleVMS
- SimplifyVMS
- StafferLink
- TalentNow
- Trio VMS
- VectorVMS
- Workday VNDLY

3 Story Software (page 1 of 3)

Everest Group global assessment – Major Contender | Everest Group North America assessment – Aspirant
Everest Group EMEA assessment – Major Contender

Measure of capability:  Low  High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
Global										
North America										
EMEA										

Strengths

- 3 Story Software is a VMS provider owned by Hays Plc, a company specializing in recruitment and HR services. The platform supports the management of temporary labor, services procurement / Statements of Work (SOW), and Independent Contractors (ICs) / freelancers
- It has a diversified portfolio across client sizes and industries such as energy and utilities, manufacturing, hi-tech and telecom, BFSI, and government and public sector
- It has built its presence across the UK, EMEA, and APAC markets on the back of Hays' MSP business. In addition to Hays, its largest client in terms of common enterprises served, it also has a strong network of MSP partnerships through which it supports multiple clients
 - **North America:** While its portfolio is skewed toward EMEA, it is heavily focusing on the North America market and upholds some presence in the US and Canada
 - **EMEA:** It has a strong footprint across EMEA, notably in the UK, Germany, and France, with support for multilingual needs and local compliance
- 3SS offers a flexible and configurable workforce management platform tailored for MSPs, featuring over 900 configuration options, including site- and client-level configurability
- It offers its clients a robust IC management functionality. Additionally, it has a separate instance for managing independent contractors in Germany, addressing local regulations in the country
- 3SS offers a configurable billing and invoicing module with rich time and expense functionality, customizable timesheets, and automated invoice generation
- 3SS has developed a deep integration with Microsoft Teams, allowing client users to perform key actions, such as approving cost items, approving requests, and reviewing candidates, directly within Teams

3 Story Software (page 2 of 3)

Everest Group global assessment – Major Contender | Everest Group North America assessment – Aspirant
Everest Group EMEA assessment – Major Contender

Measure of capability:  Low  High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
Global										
North America										
EMEA										

Strengths

- 3SS offers its clients a Temp Engine to support highly complex German pay rate calculations, incorporating government-mandated job and industry-specific wage structures, as well as progressive pay models tied to tenure thresholds
- It offers a Compliance Checklist module to its clients that guides hiring managers through weighted questions to identify the ideal worker type, based on client-defined risk and compliance criteria. The tool features customizable question sets with embedded scoring logic and fully configurable routing workflows
- 3SS continues to invest in enhancing its product, with a strong focus on improving UI/UX and overall functionality. Key recent enhancements include:
 - DocuSign integration to enable multi-party signing, two-factor authentication, and auto-locking workflows
 - Reporting and analytics overhaul to offer fully customizable, pre-built dashboards tailored by user type (MSP, hiring manager, and executive)
 - UI/UX redesign featuring a dashboard-driven homepage, tab-based navigation to reduce scrolling, and an enhanced candidate rating and shortlist layout (to be launched in 2025)
- 3SS enables direct sourcing through API-driven integrations with third-party direct sourcing solutions, allowing clients to curate talent pools by job type, skills, and location
- 3SS has adopted VMS as a hub strategy with partner connectors, enabling seamless and scalable connectivity with client enterprise systems including Freelancer Management Systems (FEMs), Applicant Tracking Systems (ATSs), direct sourcing, talent pool solutions, Human Capital Management (HCM) systems, and provisioning systems

3 Story Software (page 3 of 3)

Everest Group global assessment – Major Contender | Everest Group North America assessment – Aspirant
Everest Group EMEA assessment – Major Contender

Measure of capability:  Low  High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
Global										
North America										
EMEA										

Limitations

- Though 3SS is expanding in other regions, it currently has maximum presence in EMEA. Clients from other regions may need to evaluate its offering based on the extent of localization offered
 - It does not currently offer advanced services procurement features, such as RFI/RFP handling, contract negotiation, or redlining, and has limited traction in managing complex SOW workflows
 - Though 3SS offers IC management capabilities, it is yet to develop advanced capabilities such as IC bidding, contract management and negotiation, and Employer of Record (EoR) / Agent of Record (AoR). It also does not have any partnerships with FEMSs
 - Though in its roadmap, 3SS does not yet offer a native mobile app for workers, hiring managers, or suppliers
- 3SS currently does not offer comprehensive shift management capabilities which are particularly important for healthcare and blue-collar job role management
 - Despite improvements in reporting and analytics, 3SS currently lacks benchmarking features, such as rate and salary data benchmarking, against other similar enterprise talent management programs
 - Though 3SS is actively exploring next-generation solutions and AI capabilities as part of its roadmap, these features are currently limited in the platform
 - 3SS currently has a limited presence in retail, pharma, healthcare, and media industries. Clients from these industries need to evaluate its capabilities carefully

b4health (page 1 of 2)

Everest Group global assessment – Aspirant
Everest Group North America assessment – Major Contender

Measure of capability:  Low  High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
Global										
North America										

Strengths

- b4health is a US-based VMS provider focused on supporting healthcare organizations and MSPs in managing temporary labor, staffing suppliers, and independent contractors
- It enables configurable workflows and offers self-service tools to support a range of healthcare talent acquisition needs, including partnerships with multiple MSPs
- b4health has comprehensive shift management, credentialing, and time capture capabilities to meet the complex healthcare-specific requirements
 - Its shift management and credentialing tools are designed for healthcare-specific requirements and include options for time capture across web, mobile, and scanned paper timecards
 - It also supports automated shift creation driven by provider inputs and contract logic, factoring in rate types, placement guidelines, and assignment terms, supporting roles such as locums, per diems, and travel nurses
- B4health offers flexible time and attendance options, including web-based PIN entry, mobile tracking via its Time Tracker App or web portal, and phone-based logging, with timecards and credentials stored in an online repository accessible to administrators and agencies anytime
- As part of AMN Healthcare, b4health clients benefit from integrated access to AMN's healthcare-focused services, such as MSP, RPO, and other talent solutions tailored to the industry
- b4health has invested in robust reporting and dashboard capabilities, offering healthcare clients insights into spend, worker activity, requisitions, shifts, credentials, fill rates, and invoicing across all contracted suppliers
- It provides data extract reports that can be viewed online and exported in PDF, Excel, and flat file formats, with integrated data flows into Power BI dashboards for interactive analytics and reporting
- b4health offers its clients a VMS-integrated mobile app for hiring managers and workers that supports self-service, geo-enabled time capture, and two-way messaging—enhancing shift coordination, especially for per diem and travel assignments
- It includes built-in capabilities for managing both internal and external labor pools. Requisitions can first be routed to internal resources before expanding to agency partners, guided by a compliance-based business rules engine

b4health (page 2 of 2)

Everest Group global assessment – Aspirant
Everest Group North America assessment – Major Contender

Measure of capability:  Low  High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
Global										
North America										

Limitations

- b4health currently operates exclusively within the North American healthcare sector, with a maximum experience in supporting small-scale clients. Mid- and large-scale healthcare organizations with significant spend need to evaluate its capabilities carefully
- Its current functionality does not include the capability to manage services procurement
- It has limited capabilities to manage other contingent worker categories, including independent contractors
- Apart from the creation of private talent pools, it currently offers very limited direct sourcing capabilities to its clients
- It currently does not have features/partnerships to support functionalities such as redeploying existing employees, time tracking of multiple projects, and candidate background checks
- b4health does not offer solutions leveraging next-generation technologies such as chatbots and automated interview scheduling

Beeline (page 1 of 3)

Everest Group global assessment – Leader | Everest Group North America assessment – Leader and Star Performer
Everest Group EMEA assessment – Leader

Measure of capability:  Low  High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
Global										
North America										
EMEA										

Strengths

- Beeline is a US-based extended workforce platform for sourcing and managing the contingent workforce. Its VMS supports the management of temporary workers, services procurement, and independent contractors
- It has a broad global presence and serves clients across various geographies (including APAC), industries, and buyer sizes
 - **North America:** Beeline is one of the largest providers in North America, offering robust delivery capabilities and wide experience in managing temporary workers and services procurement
 - **EMEA:** It has a significant presence across countries such as the UK, the Netherlands, Germany, and Switzerland. It accommodates regional complexities by supporting multiple currencies, tax regimes, and European languages
- It offers a robust SOW management module that supports end-to-end workflows, including transactional and strategic functionalities—from source-to-contract through procure-to-pay. It supports RFI/RFX creation, redlining capability, bidding management, contract negotiation, and DocuSign integration
- Beeline’s JoinedUp solution addresses the needs of high-volume, shift-based environments through features such as centralized shift templates, automated supplier communications, and real-time mobile notifications for workers. Its functionality includes dynamic scheduling, overtime and pay rate automation, and an intuitive, color-coded planning interface for industries such as healthcare and light industrial
- It has set up the Beeline Supplier Network offering, a centralized, supplier-focused platform within the VMS that simplifies how suppliers manage jobs across clients. It allows suppliers to showcase their services through a centralized directory, enabling faster job postings with ATS API integrations, and providing real-time performance analytics to track key metrics such as submission speed and fill rates
- Beeline Professional continues to evolve, further enhancing its appeal for small and midsize organizations with limited administrative bandwidth. It offers:
 - Pre-built templates and plug-and-play integrations, enabling quick setup and reduced total cost of ownership
 - An enhanced drag-and-drop workflow builder supporting onboarding, approval routing, and task management without coding
 - Automation of financial approvals (budget, headcount, timesheets, and expenses) to reduce manual effort and billing errors

Beeline (page 2 of 3)

Everest Group global assessment – Leader | Everest Group North America assessment – Leader and Star Performer
Everest Group EMEA assessment – Leader

Measure of capability:  Low  High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
Global										
North America										
EMEA										

Strengths

- Visual budget management tools and skills-based AI candidate matching to drive faster hiring decisions
- It offers its clients over 330+ APIs to seamlessly integrate with HCMs, ERPs, ATSSs, other enterprise systems, and point solutions, including direct sourcing, background checks, and marketplace providers. Beeline Professional and Beeline Supplier Network also offer a comprehensive Open API model, enabling clients and suppliers to build integrations. Referenced clients also highlighted its integration capabilities as a strength
- Beeline is investing in Beeline Acuity, a VMS-agnostic solution that delivers unified visibility across the total workforce, spanning both employees and non-employees
 - It offers automated compliance monitoring with configurable rule severity, real-time alerts, and audit logs, helping organizations proactively flag and remediate risks tied to worker tenure, pay rates, and job codes
 - It enables comprehensive reporting and visualization of total workforce data, including demographics, skills, and regulatory compliance, while supporting bulk data management
- It has advanced analytics capabilities and provides a workforce intelligence platform to drive data-driven decision-making
- Through its partnership with Brightfield, Beeline provides robust rate benchmarking capabilities based on external labor market trends
- It enables advanced skills-based sourcing through its live skills proximity scoring engine, which evaluates both stated and inferred candidate skills against job requirements
- It offers over 50 standard real-time reports, role-based dashboards, embedded analytics, and tools such as Report Builder and Workflow Analyzer to track spend, savings, headcount, and supplier performance
- It is actively investing in AI and automation to enhance decision-making, improve efficiency, and reduce manual effort across its platform
 - It offers its clients taxonomy builder and skills proximity scoring features, which help organizations refine job structures, identify matched and missing skills, and evaluate candidates based on AI-generated skill match percentages and job fit rankings
 - It is also developing features using generative AI, such as summarizing candidate profiles, auto-generating tailored interview questions, and extracting key contract terms from PDFs
- Referenced clients highlighted customer-centric approach and continued investments in platform evolution as notable strengths

Beeline (page 3 of 3)

Everest Group global assessment – Leader | Everest Group North America assessment – Leader and Star Performer
Everest Group EMEA assessment – Leader

Measure of capability:  Low  High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
Global										
North America										
EMEA										

Limitations

- While Beeline offers global deployment capabilities, enterprises should evaluate its capabilities to address local-/country-specific requirements and in-country experience
- Beeline’s supplier-facing mobile application supports invoicing and communication but does not enable suppliers to view open job requisitions or submit candidates directly through the app, which may impact sourcing agility for mobile-first supplier users
- While Beeline supports end-to-end IC onboarding and compliance, it does not offer IC-specific features such as in-platform project communication between ICs and project managers or contractor bidding workflows
- Beeline does not offer a proprietary candidate marketplace or natively managed talent pools. Its internal direct sourcing approach primarily leverages curated supplier networks, with the ability to integrate external direct sourcing platforms if desired. This may be comparatively narrower than some peers offering embedded self-sourcing capabilities
- Although Beeline promotes API-based extensibility and offers partnerships with freelance marketplaces such as Upwork, it lacks broader, deep pre-built integrations with a wide range of external Freelancer Management Systems (FEMS), which may require custom integration workarounds for clients seeking best-of-breed flexibility
- While Beeline is exploring several AI and Gen AI use cases, some of them are still in its roadmap for the next 6-12 months and are not generally available widely yet
- Few referenced clients mentioned invoicing and compliance tracking as areas of improvement for Beeline

Bridge VMS (page 1 of 2)

Everest Group global assessment – Major Contender | Everest Group North America assessment – Aspirant
Everest Group EMEA assessment – Major Contender

Measure of capability:  Low  High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
Global										
North America										
EMEA										

Strengths

- Bridge VMS is a UK-based talent-tech solutions provider for managing the external contingent workforce. Its VMS supports the management of temporary workers and ICs / freelancers
- It follows a partner-led approach with a staffing and MSP channel partnership program. The platform can be fully white-labeled to reflect the branding of either the enterprise clients or the MSP / master vendor. It is also an exclusive VMS partner for some providers including a UK-based managed service provider for a shift-based workforce
- It has good experience in managing small and mid-market healthcare-specific clients. It offers functionalities for shift scheduling, credential management, and float pool management to its clients. Some of its key features include:
 - It supports both ad hoc and long-term shift assignments, with real-time job distribution and supplier tiering
 - It offers a built-in compliance validation module with real-time document tracking and validation workflows
 - It has integrations with time clock systems that automatically populate punch-in and punch-out times and accommodate a variety of pay models, including hourly, daily, and unit-based rates
- Bridge VMS is configurable, allowing MSPs to independently manage compliance, rate cards, and candidate workflows at the site, client, or job level
- It supports direct sourcing by enabling clients to tap into internal talent pools and attract external candidates through job board integrations
- It can integrate with several point solutions in the market, including background screening systems, HRIS systems, ATS platforms, and payroll software
- It has developed several features to improve the platform. Some of the key features include:
 - It supports bulk actions such as multi-select timesheet and placement approvals, along with bulk data uploads for jobs, placements, timesheets, and client configurations
 - It offers robust invoicing and payroll capabilities, supporting complex rate cards, configurable pay rules, and automated overtime strategies that automate the application of overtime rules
 - It features a built-in ticketing system that acts as a mini helpdesk, allowing MSP users to efficiently manage and track communications with agency, client, and candidate users
- Bridge VMS offers its clients real-time analytics via a flexible report builder module with advanced filtering, custom fields, and automated scheduling, enabling users to generate tailored insights across jobs, placements, timesheets, and invoices
- Referenced clients highlighted its ease of use, flexibility, and reporting capabilities as key areas of strength. They were also appreciative of its customer support

Bridge VMS (page 2 of 2)

Everest Group global assessment – Major Contender | Everest Group North America assessment – Aspirant
Everest Group EMEA assessment – Major Contender

Measure of capability:  Low  High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
Global										
North America										
EMEA										

Limitations

- Though Bridge VMS is making investments to expand its geographic footprint, especially in North America, it currently operates primarily in the UK, which may limit its ability to meet the needs of clients with operations in other regions. Organizations with a global footprint should evaluate geographic coverage requirements accordingly
- Although it has good experience in serving small and midsize deals, clients looking to manage multi-country large spends with complex needs and workflows should evaluate Bridge VMS' capabilities carefully
- It has limited experience in managing job families beyond healthcare professionals and blue-collar roles, and industries beyond healthcare and government/public sector
- While SOW management is a part of its roadmap, buyers currently looking for a VMS with services procurement / SOW may find its capabilities inadequate. Referenced clients also highlight this as an area of improvement
- Bridge VMS has some direct sourcing and talent pooling capabilities. However, its capabilities remain largely untested
- While Bridge VMS has analytics and reporting capabilities, clients looking for advanced analytics functionalities such as predictive analytics and rate/salary benchmarking with third-party data sources may find their needs unmet
- Though several AI/ML functionalities are in the future roadmap for Bridge VMS, currently it has limited utilization of AI and next-generation use cases such as AI-based JD creation, AI-based screening questions, and Natural Language Processing (NLP)
- While Bridge VMS offers a mobile-optimized interface, it does not have a dedicated mobile application for suppliers, hiring managers, and workers. Referenced clients highlight lack of a dedicated mobile app for workers as the area of improvement
- Referenced clients also expect Bridge VMS to improve its invoicing capabilities

Connecting-Expertise (page 1 of 2)

Everest Group global assessment – Major Contender
Everest Group EMEA assessment – Major Contender

Measure of capability:  Low  High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
Global										
EMEA										

Strengths

- Connecting-Expertise, part of the Pixid Group, is based in Belgium and offers a VMS platform covering temporary labor, services procurement (SOW), and freelancer/IC management. The platform serves primarily small and midsize organizations
- Connecting-Expertise has expanded its reach and capabilities through deeper ecosystem integration and marketplace access
 - It leverages Pixid Group’s broader technology stack, including ATS and screening tools via the Pixid hub
 - It offers a marketplace that supports over 6,500 suppliers and 1,600+ freelancers, with clear separation for improved navigation and job matching
 - It also offers its clients to build internal talent pools and enable direct sourcing through partnerships with platforms such as Dibbs, a students and young professionals requisition platform, and Lancr, a mobile talent pool platform
- Connecting-Expertise offers comprehensive reports and dashboards that support reporting on sourcing, contracting, payments, and tracking, along with supplier benchmarking tools and configurable multilingual reporting dashboards
- It continues to strengthen its services procurement module, covering end-to-end SOW management, including RFx initiation, vendor negotiation, and statement of work creation
- It offers its clients a dedicated healthcare solution called C-Cares, designed to streamline requisition and sourcing processes for medical professionals, reflecting its growing focus on healthcare talent management
- It offers an API for suppliers to link their ATSs with its VMS, allowing them to centralize the talent acquisition process within the ATS
- On the AI/ML front, Connecting-Expertise is advancing its predictive and automation capabilities, with use cases such as recommending optimal suppliers for requisitions, sourcing alignment, and forecasting candidate volume per role

Connecting-Expertise (page 2 of 2)

Everest Group global assessment – Major Contender

Everest Group EMEA assessment – Major Contender

Measure of capability:  Low  High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
Global										
EMEA										

Limitations

- Connecting-Expertise has a regional focus, with its strongest presence in Belgium and a limited footprint beyond Continental Europe, potentially restricting its fit for organizations seeking global VMS deployment
- Its client base to date primarily includes small enterprises, with limited experience managing the complexities of midsize to large organizations
- Although the platform supports basic direct sourcing, it has not yet demonstrated end-to-end capabilities required for managing more complex, large-scale direct sourcing programs
- Native mobile apps for hiring managers, workers, and suppliers are not yet available, which could be a drawback for clients seeking mobile-first functionality
- While Connecting-Expertise currently offers functionalities to track and report program and supplier performance, providers looking for comprehensive analytics capabilities, such as salary/rate benchmarking, may find its functionalities to be limited
- Its marketplace is geared toward white-collar talent, especially engineers and IT professionals; organizations in manufacturing, logistics, or retail with blue-collar-heavy needs may find limited experience in that segment

Conexis (page 1 of 2)

Everest Group global assessment – Major Contender and Star Performer

Everest Group North America assessment – Major Contender and Star Performer

Measure of capability:  Low  High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
Global										
North America										

Strengths

- Conexis is a North America-based vendor management system that supports the management of temporary labor and the sourcing of permanent employees
- It offers its clients an intuitive platform that supports user onboarding with video tutorials and guided tours. Its multi-tenant architecture offers Single Sign-on (SSO) access for workers, suppliers, MSPs, and clients
- Conexis is positioned well for first-generation, small, and mid-market buyers, particularly those who are cost-conscious and prefer simple, easy-to-implement solutions. It also offers some MSP-lite services to its clients and supports full white-labeling, allowing both MSPs and end clients to customize branding and user experience
- Conexis offers its clients shift-scheduling and credential tracking capabilities, specifically for healthcare and blue-collar industrial sectors
 - It integrates with clock-in/clock-out systems, enabling seamless time capture and approval workflows
 - It also offers a Workshift facility to its clients, which allows workers to pick their shifts and have automated payments when shifts are completed
 - It also supports bulk functionalities such as assignment creation, pay rate modifications, and time entry uploads
- It also tracks expiring credentials such as professional licenses for healthcare and forklift operators
- Conexis offers robust time and expense management-related capabilities, including integration with the uAttend app for enhanced timekeeping and geofencing. It also supports automated invoicing with flexible options for consolidated or detailed breakdowns across business units, GL codes, or cost centers
- Conexis has a partnership with a direct sourcing platform and offers basic functionality to create repositories of pre-identified candidates within the system
- It offers a modern open API stack with full documentation, enabling clients to build custom integrations or have them developed by the Conexis team
- It offers its clients several reporting features, including an ad hoc report generator for clients to create customized reports. It also offers basic analytics and dashboarding functionality to help clients with real-time insights
- Referenced clients are appreciative of the configurability and ease of use of the platform. They also highlighted its ongoing support as a key strength

Conexis (page 2 of 2)

Everest Group global assessment – Major Contender and Star Performer

Everest Group North America assessment – Major Contender and Star Performer

Measure of capability:  Low  High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
Global										
North America										

Limitations

- Though Conexis has plans to expand to markets in EMEA and APAC, it is currently focused on the US and Canadian markets. It also lacks the experience to handle large, multi-country deals, which typically have more complex requirements
- Conexis has limited presence in industries such as BFSI, energy and utilities, and government/public sector
- While it has good experience in handling temporary workers from engineering/IT and blue-collar job roles, it has limited experience beyond these job families
- Though Conexis has plans to launch services procurement / SOW in the future, it currently lacks those capabilities. Referenced clients also consider it an area of improvement
- Though Conexis offers robust billing and payments functionalities, it currently does not offer features such as self-billing of invoices and rate breakout by burden/statutory cost
- While it supports basic reporting and analytics, clients looking for advanced features, such as peer/rate benchmarking and descriptive and predictive analytics, will find its capabilities limited. Reference clients also expect Conexis to enhance its reporting capabilities
- Conexis offers a worker-facing mobile app via uAttend but lacks dedicated apps for hiring managers and suppliers
- It offers its clients an open API infrastructure and does not have many native integrations with point solutions in the market
- Though Conexis offers some IC and direct sourcing capabilities to its clients, it currently does not have much traction with them
- Though in the roadmap, Conexis currently offers limited next-generation solutions and AI-based functionalities and is yet to develop features, such as AI-based sourcing, personalized feedback, and JD creation

DirectSkills (page 1 of 2)

Everest Group global assessment – Major Contender and Star Performer
Everest Group EMEA assessment – Major Contender and Star Performer

Measure of capability:  Low  High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
Global										
EMEA										

Strengths

- DirectSkills is a France-based VMS provider that primarily focuses on supporting the French market by facilitating the management and procurement of temporary labor for its clients
- In 2024, it was acquired by zvoove Group, a Germany-based SaaS provider for temporary and permanent workforce solutions. The acquisition intends to expand the geographic reach of both organizations, enabling DirectSkills to pursue opportunities beyond France
- DirectSkills is investing in integrations with zvoove’s broader portfolio to deliver end-to-end workforce technology to its clients
 - It is investing in the integration with Planbition, a shift-scheduling solution under zvoove portfolio, designed to enable workers to self-select shifts, thereby minimizing scheduling conflicts and preventing double-booking errors
 - It is also investing in the integration with RecruitNow, a Netherlands-based ATS within the zvoove portfolio, to enhance talent pooling capabilities and enable AI-driven functionalities such as job description creation and candidate matching for faster, more efficient sourcing
- DirectSkills has good experience in manufacturing and light industry sectors, especially in managing blue-collar workers. It has strong shift management capabilities, including functionalities supporting one-day shift management, shift management on specific days, and workers swapping assignments
- DirectSkills automates job requisition and contract processes to enhance efficiency—operational users can request temporary staff using pre-defined job templates, while candidate selection is streamlined with contracts auto-generated based on client-specific rules
- Given the complexity of French regulations around temporary labor, DirectSkills’ deep expertise in the French market and its robust, locally compliant functionalities serve as a key differentiator
 - It offers automated invoicing and self-billing capabilities, significantly reducing invoicing errors. This is a rare offering in the French market and enables clients to improve accuracy, realize cost savings, and boost operational efficiency
 - It offers automated distance calculations between temporary workers' homes and job sites. This functionality is essential for meeting France’s compliance requirements, ensuring the proper payment of additional travel costs to workers
 - Its platform also incorporates an automatic contract generation feature based on client rules to avoid any compliance risks
- DirectSkills has invested in its UI/UX to provide a better user experience to its clients
 - The new homepage now shows parameters such as task lists, recruitment pipelines, and budget KPIs
 - It continues to develop multilingual, multi-currency, and multi-format date functionality with the vision to support its clients’ geographic expansion plans outside of France
 - Referenced clients are also appreciative of its ongoing enhancements
- Referenced clients highlight relationship management as its key strength

DirectSkills (page 2 of 2)

Everest Group global assessment – Major Contender and Star Performer
Everest Group EMEA assessment – Major Contender and Star Performer

Measure of capability:  Low  High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
Global										
EMEA										

Limitations

- While DirectSkills is expanding its presence in the European market, its current market presence is predominantly in the French market. Clients looking to manage the contingent workforce beyond France need to evaluate its capability carefully. Referenced clients also highlighted its limited EMEA presence as an area of improvement
- It has limited experience in handling large multi-country deals, which typically have more complex requirements
- Its portfolio is skewed toward blue-collar roles within manufacturing and retail industries. Clients outside these industries looking to manage temporary workers beyond blue-collar job-family need to evaluate DirectSkills' capabilities carefully based on their unique requirements
- It has not yet extended its capabilities to manage services procurement and ICs / freelancers
- Though 3SS offers basic reporting and analytics to its clients, enterprises looking for advanced analytics features such as rate/salary benchmarking and predictive analytics may find its capabilities limited
- Though it has mobile applications for candidates/workers and suppliers, it currently does not have a dedicated hiring manager mobile application
- Though DirectSkills offers direct sourcing capabilities to its clients, it currently does not support payrolling/payments to directly sourced temporary and IC workers
- Though DirectSkills plans add AI-specific capabilities via partnership with RecruitNow, it is still in the early stages of development
- Referenced clients highlighted its integration with staffing agencies as an area of improvement

ELEVATE (page 1 of 3)

Everest Group global assessment – Major Contender
Everest Group North America assessment – Major Contender and Star Performer

Measure of capability:  Low  High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
Global										
North America										

Strengths

- ELEVATE is a contingent workforce technology solutions provider offering a comprehensive VMS for the management of temporary workers, services procurement, ICs / freelancers, and permanent employees
- It employs a partner-led go-to-market strategy, collaborating with multiple MSPs and staffing firms, particularly in the mid-market segment. It also offers native integration with Bullhorn, enabling staffing partners to manage master vendor programs through an integrated ecosystem
- It leverages its proprietary integration hub, ELEVATE Connect—built on Workato—to enable seamless connectivity with leading enterprise systems through low-code/no-code capabilities, workflow automation, and a wide library of pre-built application connectors
- Its strength lies in managing blue-collar high-volume shift-based workers across light industrial, manufacturing, distribution, logistics, and food processing industries
 - It supports standard two-way integrations with SwipeClock and TimeRack, enabling automated transfer of engagement data to the systems and seamless syncing of time punches back into the VMS
 - It has enhanced meal and rest period tracking to enable tighter compliance with local labor laws, featuring configurable paid/unpaid break rules along with built-in alerts and reports for missed or waived breaks
 - It handles late shifts and overnight workers through multiple API syncs per day
 - It offers strong configurability options to its clients to set custom schedules and overtime rules per site, making it easy to manage alternate work patterns such as 9/80 or 4/10
- ELEVATE provides its clients with an integrated direct sourcing solution that includes branded career portals, a pre-vetted talent pool (ELEVATE Exchange), and a mobile platform (ELEVATE Direct) – enhanced through its partnership with Clowder—to streamline community building and content management
- ELEVATE’s SOW module manages specific key strategic and transactional processes within the SOW management life cycle, both on the source-to-contract and procure-to-pay sides. It can support vendor sourcing, headcount tracking, SOW creation, and contract negotiation

ELEVATE (page 2 of 3)

Everest Group global assessment – Major Contender

Everest Group North America assessment – Major Contender and Star Performer

Measure of capability:  Low  High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
Global										
North America										

Strengths

- ELEVATE is actively enhancing its in-platform reporting and analytics capabilities through continued investment and its partnership with GoodData
 - It offers a range of executive dashboards for leadership teams, along with supplier performance scorecards, financial dashboards, trend analyses (e.g., headcount vs. spend), and direct sourcing tracking
 - It can also set alerts and schedule automated report distribution to support ongoing performance monitoring for its clients
- ELEVATE is making several investments in its platform to improve user experience. Some of its key investments include-
 - It has introduced open bidding, allowing suppliers to view other suppliers’ rates, workflow history, candidate status, and customer activity related to other submissions. This information enables suppliers to adjust their rates accordingly
 - It has developed a standard integration with Sense to automate candidate engagement through surveys and email touchpoints throughout the hiring process
- Referenced clients highlighted the customer support as a key strength. They were also appreciative about the ease of use, flexibility, and reporting capabilities of the platform

ELEVATE (page 3 of 3)

Everest Group global assessment – Major Contender
Everest Group North America assessment – Major Contender and Star Performer

Measure of capability:  Low  High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
Global										
North America										

Limitations

- ELEVATE’s current client base is primarily concentrated in North America. Hence, clients in other regions need to evaluate its capabilities carefully
 - While it offers a range of services procurement functionalities, it still lacks a few of the advanced features, such as redlining capability and RFI/RFP creation
 - It does support independent contractor management, though it has yet to establish significant market traction in that area. It also does not have a partnership with Freelancer Management Systems (FEMSs) in the market
 - Though ELEVATE supports all billing and payments-related functionalities, it currently does not support the self-billing of invoices feature
 - Though several AI/ML functionalities are in the future roadmap for ELEVATE, currently it has limited utilization of AI and next-generation technologies such as chatbots, guided workflow, and Digital Adoption Platforms (DAP) for self-service
- While ELEVATE does offer shift-scheduling capabilities, it currently does not have advanced shift swapping features and any integrations with warehouse management systems, limiting its capabilities to serve healthcare and blue-collar-specific job roles
 - Though ELEVATE is mobile-enabled, it still does not have separate mobile apps for all the personas
 - While ELEVATE supports basic reporting and analytics, enterprises looking for advanced features, including predictive and prescriptive analytics, and third-party data benchmarking, will find its capabilities limited
 - Clients acknowledge that ELEVATE has expansive reporting capabilities. However, currently, they believe that it can be made more intuitive

Eqip (page 1 of 3)

Everest Group global assessment – Major Contender
Everest Group EMEA assessment – Major Contender

Measure of capability:  Low  High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
Global										
EMEA										

Strengths

- Eqip is a Switzerland-based enterprise talent-tech solutions provider for the management of the contingent external workforce. Its VMS supports the management of temporary workers, services procurement / SOW, and ICs / freelancers across multiple industries and job families
- It offers a comprehensive direct sourcing ecosystem to its clients, consisting:
 - B2B marketplace that serves as a strategic hub, connecting enterprises with a vetted network of over 10,000 suppliers and more than one million verified contractors
 - Worksource module enables sourcing of ICs and freelancers, while offering visibility into internal talent and skills before engaging external suppliers or marketplaces. It also incorporates Verified Digital Profiles (VDP) of candidates and independent contractors
- Eqip continues to invest in its VMS infrastructure to improve operational efficiency
 - It also offers supplier scorecards and a performance tracking module to provide real-time insights into supplier efficiency and AI-powered supplier matching and screening
 - It has introduced family shift rules, allowing clients to manage complex shift allocations with a single action and automated tenure tracking for contract renewals and workforce planning
- It has also invested in bulk update functionality for quick payroll and compliance corrections and automated invoice generation for faster processing and reduced errors
- It also offers an AI-powered Shortlist feature that provides clear visibility into top candidates through a blend of human and AI skill assessments
- It has comprehensive time and expense keeping functionalities, including a hands-off system that auto-populates fields using data from agreements, assignments, and work locations—streamlining workflows and reducing human error
- It offers a cost-effective VMS light solution for small to midsize businesses, with fast deployment, intuitive UX, and core features such as supplier management, time tracking, and expenses
- Eqip provides a flexible self-billing system across 40+ countries, supporting multiple rate types and rate break downs by taxes, varied invoice formats, including consolidated billing
- Eqip offers a customizable, user-friendly platform with an intuitive interface. Its multi-tenant SaaS architecture supports guided workflows and decision trees to help organizations choose the right requisition paths

Equip (page 2 of 3)

Everest Group global assessment – Major Contender
Everest Group EMEA assessment – Major Contender

Measure of capability:  Low  High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
Global										
EMEA										

Strengths

- Equip’s comprehensive services procurement module facilitates end-to-end services procurement. It supports essential procurement tasks, including Purchase Order (PO) creation, supplier onboarding, RFI/RFP creation, PO tracking, and contract negotiation
- Equip continues to improve its analytics and reporting functionalities. It offers BI with 50+ standard reports and a powerful Reporting Cube for customizable, drill-down analytics. It consolidates VMS, marketplace, and AI MarketWatch data into a single dashboard across all workforce types. It is also creating a deep integration with Workday APIs to ensure seamless data flow between Equip’s VMS and enterprise HR systems
- Equip offers its clients API-first architecture that enables seamless integration with ERP systems, badge and contract management tools, document platforms, and MSP solutions, supporting flexible, end-to-end connectivity
- Referenced clients have lauded its ability to serve all types of workers and ease of implementation. Clients also highlighted customer support and the ease of use of the platform as areas of strength

Equip (page 3 of 3)

Everest Group global assessment – Major Contender
Everest Group EMEA assessment – Major Contender

Measure of capability:  Low  High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
Global										
EMEA										

Limitations

- While Equip has made significant improvements in broadening its footprint in other geographies, including North America and Asia Pacific, its current presence is still mostly centered around Continental Europe, which could be a deterrent for enterprises looking for global VMS deployments
- While it has a diverse portfolio across industries and job families, it has limited experience in industries such as healthcare, retail, and the public sector, and job families such as call-center professionals
- It has limited experience managing large/complex programs (>US\$100 million). Thus, enterprises wishing to manage a large spend through the system should carefully evaluate the breadth and depth of its capabilities
- Though Equip has some next-generation technologies such as chatbots, it is yet to develop RPA / automation and Natural Language Processing (NLP) driven features. It also currently does not integrate with Digital Adoption Platform (DAP)
- Equip enables SOW creation and contract negotiation within its services procurement suite; however, it does not yet support redlining for real-time change tracking or offer integrations with SOW optimization tools
- Though Equip offers IC management capabilities, it currently does not support IC bidding capabilities across multiple channels and Employer of Record (EoR) / Agent of Record (AoR) functionalities
- Equip provides a web application that is fully optimized for mobile across all user groups; however, it does not currently offer dedicated mobile applications
- Referenced clients highlighted reporting capabilities as an area of improvement

FlentisPRO (page 1 of 2)

Everest Group global assessment – Major Contender

Everest Group North America assessment – Major Contender and Star Performer

Measure of capability:  Low  High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
Global										
North America										

Strengths

- FlentisPRO is a North America-based contingent workforce management platform. Its VMS supports the management of temporary workers, services procurement / SOW, and ICs / freelancers
- It has experience in supporting small and mid-market clients across healthcare, pharma and life sciences, and business and professional services, catering to a wide range of job roles
 - It offers a dedicated shift scheduling module designed for locum and contingent healthcare staffing, which allows clients to define shift patterns by role and specialty and visually track fulfillment status (unfilled, partially filled, and filled)
 - It provides its clients with the ability to directly assign shifts from a curated pool of pre-vetted, ready-to-deploy contingent workers sourced from past assignments, referrals, and preferred suppliers
 - It supports built-in credentialing and compliance tracking, allowing clients and suppliers to manage certifications, licenses, and documentation centrally
 - It also supports bulk actions across key workflows, including bulk shift creation, mass candidate submissions, and batch updates
- FlentisPRO offers its clients a services procurement module that enables clients to track and manage existing SOWs, define configurable fee structures, and collaborate with suppliers through built-in redlining and verification workflows
- It enables its clients to track key worker and engagement details such as credentials and expiration dates, budget vs. billed amounts, contract history, and provisioned assets (e.g., laptops, badges)
- It supports custom integrations via API or SFTP based on client needs, allowing for data exchange across requisitions, SOWs, timesheets, and invoices when required
- It currently offers AI-powered candidate scoring that analyzes resumes against job descriptions to generate match scores, pros and cons, and summary insights. It also plans to incorporate feedback loops (e.g., frequent rejections) and bias mitigation for more adaptive and responsible AI recommendations
- FlentisPRO offers customizable dashboards and reports with real-time insights into KPIs such as time-to-fill, spend, compliance, and worker performance. It enables its clients to apply advanced filters and drill-downs to uncover trends
- Referenced clients highlighted ease of use and configurability as key areas of strength. They were also appreciative about its speed of issue resolution and constant enhancements made in the platform

FlentisPRO (page 2 of 2)

Everest Group global assessment – Major Contender

Everest Group North America assessment – Major Contender and Star Performer

Measure of capability:  Low  High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
Global										
North America										

Limitations

- FlentisPRO currently operates only in North America, which may limit its ability to meet the needs of clients with operations in other regions. Organizations with a global footprint should evaluate geographic coverage requirements accordingly
 - Although it has experience in serving small and midsize single-country deals, clients looking to manage multi-country large spend with complex needs and workflows should evaluate FlentisPRO's capabilities carefully
 - It has limited experience supporting job families outside of healthcare professionals and currently lacks traction in industries beyond healthcare, pharma and life sciences, and business and professional services
 - FlentisPRO is following a phased implementation strategy for services procurement. The current phase focuses on post-award SOW management. Hence, it does not yet support upstream sourcing or bidding workflows, limiting its ability to handle end-to-end services procurement. Referenced clients also highlighted SOW as an area of opportunity
- While FlentisPRO supports basic direct sourcing through talent pools and redeployment of known workers, it lacks advanced capabilities such as branded career pages, automated talent engagement, and AI-matching for self-sourced candidates
 - While FlentisPRO has analytics and reporting capabilities, clients looking for advanced analytics functionalities such as predictive analytics and rate/salary benchmarking with third-party data sources may find their needs unmet
 - It currently does not have a dedicated mobile application for suppliers, hiring managers, and workers
 - Referenced clients highlighted its reporting capabilities as an area of improvement. They also expect it to improve the speed of platform enhancements

Magnit (page 1 of 3)

Everest Group global assessment – Leader | Everest Group North America assessment – Leader
Everest Group EMEA assessment – Leader

Measure of capability:  Low  High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
Global										
North America										
EMEA										

Strengths

- Magnit is a US-based provider of CWM and VMS solutions, serving clients worldwide. It supports all categories of contingent labor, including temporary staffing, services procurement / SOW, and independent contractors. It also offers its clients with direct sourcing, market intelligence, and payrolling solutions
- Magnit has presence across regions, as well as industries and job families
 - **North America:** It has one of the most established footprints in the US and Canada, with strong coverage across job families such as engineering, blue-collar, healthcare and accounting
 - **EMEA:** It maintains a strong footprint across EMEA, with its largest portfolio concentrated in the UK, followed by the Netherlands and Nordics. It has extensive experience supporting clients in the hi-tech, telecom, and BFSI sectors
- It has developed strategic partnerships with Glider AI (assessment and skill intelligence platform) and Ceredian (on-demand pay platform) to enhance its offerings to clients
- Magnit has invested in its gen AI-powered virtual assistant, Maggi, which offers-
 - Knowledge agent, providing contextual Q&A support for hiring managers and MSPs
 - Candidate screening agent, enabling resume parsing and summarization, analysis of strengths and weaknesses, and side-by-side candidate comparisons
- Magnit has significantly enhanced its direct sourcing capabilities through multiple strategic initiatives:
 - It offers career site branding services and has expanded its market presence in direct sourcing, supported by the acquisition of WillHire
 - It offers a Contingent Referral Program to support redeployment by building talent pools of directly sourced contractors approaching assignment completion
 - It also provides Employer of Record (EOR) and payrolling services to its clients
- It has launched Magnit Shift, a purpose-built solution for managing blue-collar and shift-based workforces
 - It offers flexible deployment options, including stand-alone setups for logistics and healthcare environments, hybrid models for mixed workforce needs, and a mode for timekeeping and attendance
 - Some of its key capabilities include advanced shift planning and scheduling, biometric and mobile time tracking with geofencing, and highly customizable shift differentials, such as weekend/night bonuses, multi-week incentives, and inconvenience pay rules for multi-shift assignments

Magnit (page 2 of 3)

Everest Group global assessment – Leader | Everest Group North America assessment – Leader
Everest Group EMEA assessment – Leader

Measure of capability:  Low  High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
Global										
North America										
EMEA										

Strengths

- Magnit offers end-to-end services procurement capabilities, including configurable PO integrations, RFx for vendor sourcing and negotiation, as well as SOW creation, and real-time buyer-supplier collaboration. Its analytics suite and automated invoicing workflows support project oversight, vendor optimization, and streamlined payment processing
- Magnit is focusing on bringing together its acquired platforms and capabilities, including Workforce Logiq, Geometric Results Inc. (GRI), WillHire, Brainnet, and PeopleTicker, into a single interoperable system to provide its clients with a unified user experience
- Magnit has enhanced its analytics capabilities via Magnit Discovery, which provides comprehensive real-time workforce analytics and actionable insights
 - It delivers in-depth talent and compensation insights through its proprietary platforms—Pay Intel, Market Intel, and PeopleTicker
 - It has also introduced Reporting-as-a-Service (RAAS) for API-based access to customizable data sets
- It has launched the Data360 platform, a unified data warehouse supporting predictive modeling
- Magnit brings strong healthcare capabilities through its Right Sourcing division, covering end-to-end workflow and compliance needs for the industry
- Magnit has redesigned its UI/UX for hiring managers, introducing features such as smart search and intuitive dashboards. The platform stands out as one of the few VMS solutions offering dedicated mobile apps for managers, workers, and suppliers
- Magnit offers a configurable and customizable decision tree to guide users to the correct fulfillment channel to help address misclassification risks
- Referenced clients lauded its integration capabilities and ease of implementation. They were also appreciative about its customer service and its tech-backed services offering

Magnit (page 3 of 3)

Everest Group global assessment – Leader | Everest Group North America assessment – Leader
Everest Group EMEA assessment – Leader

Measure of capability:  Low  High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
Global										
North America										
EMEA										

Limitations

- Though Magnit has presence across regions, its client base is currently most concentrated in North America. Organizations outside this region seeking fully localized solutions should carefully evaluate Magnit’s regional capabilities against their specific needs
- Magnit’s experience in serving clients from industries, such as government / public sector, pharma and life sciences, and energy and utilities is limited
- Magnit provides total talent intelligence dashboards and integrations with HR and talent management systems such as ATS, HRIS, and payroll systems; however, it lacks proprietary permanent talent management functionality
- Magnit traditionally delivers its MSP and VMS as an integrated offering. Clients exploring a stand-alone VMS need to evaluate the platform’s features and available engagement options
- While Magnit is investing in AI-driven solutions like Maggi, the offering is still in the process of development. Prospective clients should assess its current maturity and alignment with their specific needs accordingly
- It is yet to develop some key AI/ML functionalities such as AI-recommended screening questions, AI-based supplier matching, and gen AI-based customized onboarding experience
- Referenced clients highlighted the ease of reporting and flexibility in candidate screening as areas for improvement

Matrix (page 1 of 3)

Everest Group global assessment – Major Contender and Star Performer
Everest Group EMEA assessment – Major Contender and Star Performer

Measure of capability:  Low  High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
Global										
EMEA										

Strengths

- Matrix is a UK-based provider of CWM and VMS solutions. It supports all categories of contingent labor, including temporary staffing, services procurement / SOW, independent contractors, direct sourcing, market intelligence, and payrolling solutions
- It has recently launched Prism, a modernized VMS platform built on a low-code foundation with a refreshed UI/UX, enhanced configurability, and faster deployment. It supports both contingent and SOW workflows with embedded AI and integrated compliance capabilities
- It has a strong mid-market focus, especially in the UK public sector. It is now expanding into the private sector, targeting industries such as healthcare, business and professional services, and retail and consumer packaged goods
- Matrix offers its clients a modular solution via its Prism platform to support a wide range of workforce and procurement needs. Its key solutions include:
 - Matrix workforce, for managing temporary and contract staffing with configurable workflows, rate engines, and compliance
 - Matrix milestone, for end-to-end SOW management from RFI/RFX creation and contract negotiation to milestone tracking and invoicing
 - Security Watchdog, a recent acquisition for integrated background screening services, including pre-employment checks, right-to-work validation, and onboarding compliance
 - Matrix payroll, for UK-based PAYE (Pay As You Earn) and umbrella payroll functionalities for contingent workers, fully integrated with the platform
 - Matrix talent pool, to create and manage private and bespoke talent pools based on role type, geography, and experience level for direct sourcing, with self-serve candidate registration, configurable search filters, and built-in communication tools
- It offers its clients a shared supplier marketplace that enables them to tap into a broad network of pre-vetted, accredited suppliers. Some of its key supplier optimization features include the following:
 - It supports a configurable supplier scorecard and tiering system, allowing clients to rank suppliers by performance or category
 - It also supports automated self-bill invoice generation post timesheet approval

Matrix (page 2 of 3)

Everest Group global assessment – Major Contender and Star Performer
Everest Group EMEA assessment – Major Contender and Star Performer

Measure of capability:  Low  High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
Global										
EMEA										

Strengths

- Matrix offers robust reporting through customizable, real-time dashboards powered by Sisense BI, alongside exportable CSV reports and automated data feeds, enabling clients and suppliers to track spend, performance, compliance, and workforce trends
- It has developed several features to improve its functionalities. Some of the key features include:
 - It has invested in AI-enabled workflows such as AI-generated interview questions to enhance recruiter productivity
 - It also supports bulk uploads and updates for timesheets, rate changes, and data migrations, streamlining high-volume processes for clients
- Referenced clients highlighted its ease of use and reporting capabilities as key areas of strength

Matrix (page 3 of 3)

Everest Group global assessment – Major Contender and Star Performer
Everest Group EMEA assessment – Major Contender and Star Performer

Measure of capability:  Low  High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
Global										
EMEA										

Limitations

- Though Matrix is expanding its presence in other regions, including North America, it currently has a major presence in the UK; hence, clients beyond the UK, looking for a completely localized solution, need to evaluate its capabilities vis-à-vis their specific requirements. Referenced clients also highlighted its limited presence in other regions, including Continental Europe, as a limitation
 - Matrix has limited experience managing large-scale programs. Hence, enterprises with high spend should carefully assess the platform’s scalability and functional depth
 - Though Matrix is investing in AI/ML, it currently incorporates limited AI-driven features. It is yet to augment itself with AI-based functionalities such as JD creation and next-generation technologies such as RPA / automation
 - While it includes functionalities to support services procurement management, it currently does not support redlining capabilities
- While it is expanding into private sector industries, its penetration among industries remains relatively low
 - Though it offers direct sourcing and talent pooling capabilities to its clients, its experience in serving the end-to-end direct sourcing needs of its clients is still relatively untested
 - It offers a mobile application for hiring managers and candidates for timesheet approval and submittal, respectively; however, it does not have a native mobile application for suppliers
 - While Matrix has analytics and reporting capabilities, clients looking for advanced analytics functionalities such as predictive analytics and rate/salary benchmarking with third-party data sources may find their needs unmet
 - Referenced clients highlighted configurability and speed of customization as areas of improvement

Medefis (page 1 of 2)

Everest Group global assessment – Aspirant
Everest Group North America assessment – Major Contender

Measure of capability:  Low  High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
Global										
North America										

Strengths

- Medefis is a US-based VMS platform purpose-built for managing temporary labor in the healthcare sector. As part of the AMN Healthcare ecosystem, it offers clients seamless access to complementary services such as MSP, RPO, and a range of healthcare-specific technologies
- It offers its clients deep credentialing capabilities, with pre-engagement verification and an automated credential management system to track compliance throughout the assignment. Suppliers can also enter time directly into the platform, supporting streamlined timekeeping and payroll processes
- It offers an Open Talent Marketplace (OTM), a competitive bidding environment with over 1,000 vetted suppliers. Clients can post requisitions for both clinical and non-clinical roles, with real-time visibility into supplier-submitted bill rates, helping ensure fair market pricing
- At the core of its talent matching process is TalentMatch, an AI-driven engine that evaluates candidates based on rate competitiveness, certifications, prior experience, and other key indicators—helping clients make faster, more informed decisions
- Medefis offers its clients real-time analytics dashboards that combine marketplace and AMN data. Clients can track open requisitions, clinician assignments, spend trends, and credential compliance, with a specific focus on visibility into per diem usage
- It has invested in features for suppliers and hiring managers to make clinician assignment extensions seamless, by including features for requesting an extension in advance and updating new pay rates based on fluctuating market rates/demands
- Medefis enables healthcare facilities to manage assignment extension requests directly within the platform, with configurable controls over when the request option becomes available during the assignment life cycle. It also supports real-time feedback on prescreening documentation during candidate submission

Medefis (page 2 of 2)

Everest Group global assessment – Aspirant
Everest Group North America assessment – Major Contender

Measure of capability:  Low  High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
Global										
North America										

Limitations

- Global enterprises or non-healthcare industries may find the platform less suitable, as Medefis is currently focused solely on the North American healthcare market
- Medefis's B2B marketplace model is central to its offering, but organizations seeking comprehensive, end-to-end VMS functionality, such as services procurement or independent contractor management, may find gaps
- Enterprises with large spend categories and complex requirements need to evaluate Medefis' capabilities carefully, considering its current focus on small and midsize healthcare providers
- Advanced shift scheduling, a critical need for many healthcare providers, is not yet fully developed within the platform
- Although it offers real-time dashboards for operational visibility, Medefis does not currently provide predictive analytics or deeper analytical modeling for strategic planning
- Enterprises with large-scale, complex requirements should assess its functionality carefully, especially if seeking a highly scalable, multifunctional solution
- It currently does not offer many next-generation capabilities, such as guided workflows, chatbots, or automation for invoicing and interview scheduling
- It does not offer native mobile applications for candidates, suppliers, and hiring managers

Nétive VMS (page 1 of 3)

Everest Group global assessment – Major Contender and Star Performer

Everest Group EMEA assessment – Leader and Star Performer

Measure of capability:  Low  High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
Global										
EMEA										

Strengths

- Nétive VMS is a workforce solutions provider headquartered in the Netherlands, offering capabilities to manage temporary labor, services procurement / SOW, and Independent Contractors (ICs) / freelancers
- It has a strong presence in Europe, serving clients across industries and job families, with particular experience in sourcing and managing engineering/IT and accounting, finance, and legal roles. It supports dual nationality compliance rules and includes re-authentication for critical data changes
- Nétive VMS has recently received investment from Fortino Capital, a Belgian investment firm, to accelerate product innovation and enhance capabilities across key markets, including Belgium, Germany, and the UK
- It has invested in a blueprint management system that captures all key configurations and workflows in a structured format. These blueprints offer strong reusability, enabling them to be easily copied and applied across multiple clients, ideal for MSPs and staffing suppliers
- Nétive VMS offers its clients a vendor marketplace with access to over 15,000 staffing suppliers and independent contractors. It supports direct sourcing and talent pooling capabilities with General Data Protection Regulation (GDPR) compliance
- Nétive VMS offers its clients a comprehensive analytics suite built on Salesforce Einstein
 - It supports descriptive, predictive, and prescriptive analytics, with capabilities for SLA/KPI tracking, workforce analysis, and supplier performance reporting
 - It allows users to create custom dashboards, export reports in formats such as Excel and PDF, and share data with external systems via scheduled or manual methods
- Nétive VMS has made significant investments to enhance configurability in its timesheet and invoicing engines-
 - It has invested in its timesheet engine to offer smart validations and support for flexible week starts and custom work units
 - It has also made several enhancements in its compliance engine, including PEPPOL compliance, support for rounding variances, and configurable layouts for tax, currency, and purchase orders
 - It has also introduced additional support options, such as automated credit/debit splits and invoice traceability for audit purposes
- Nétive VMS offers its clients Nétive Connect, a system integration feature that allows suppliers to receive requisitions, submit candidates, track time, and manage invoicing directly from their systems via API. Additionally, it has acquired FlexForceMonkey, an integration platform focused on automating supplier-side subprocesses

Nétive VMS (page 2 of 3)

Everest Group global assessment – Major Contender and Star Performer

Everest Group EMEA assessment – Leader and Star Performer

Measure of capability:  Low  High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
Global										
EMEA										

Strengths

- Nétive offers its clients a dedicated hiring manager mobile app that supports timesheet entry, approvals, and expense uploads. A separate app for contingent workers is in development, with planned support for GPS-based punch-in/-out and receipt scanning via camera
- It has invested in several blue-collar-specific capabilities such as shift management, automated candidate hiring, and schedule-driven job requisitioning. It has also introduced bulk assignment extensions and copy tools for high-volume, short-term contracts
- Nétive VMS has invested in AI and machine learning capabilities to enhance user experience and operational efficiency
 - It offers its clients AI-powered semantic search, resume parsing (in 23 languages), and skill-based algorithms to automate candidate-job matching and ranking
 - It employs NLP for semantic CV parsing and natural language interaction in Einstein dashboards
 - It also offers gen AI-powered chatbots to support real-time user queries on functionality, hiring, and infrastructure, improving platform usability
- Referenced clients highlighted multi-tenant architecture and configurability of the platform as its key strengths

Nétive VMS (page 3 of 3)

Everest Group global assessment – Major Contender and Star Performer

Everest Group EMEA assessment – Leader and Star Performer

Measure of capability:  Low  High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
Global										
EMEA										

Limitations

- Nétive VMS is actively expanding beyond its home market in the Netherlands into other parts of Europe. However, organizations requiring multi-country VMS rollouts should assess whether its current regional capabilities align with their deployment needs
- While it has clients across several industries, it has maximum experience in manufacturing, hi-tech and telecom, and business and professional services. Clients in other industries need to evaluate its capabilities carefully
- It has good experience in small to midsize programs. Enterprises with complex, high-volume contingent spend may need to assess capability depth
- Nétive VMS currently has capabilities to manage administrative services procurement processes and advanced sourcing-related functionalities such as RFx (RFI/RFP) management and contract negotiation; these are yet to be fully tested
- It currently has a native mobile application only for hiring managers and is developing an app for candidates; however, it lacks a mobile application for suppliers
- Nétive VMS currently does not provide integrations with third-party labor market data sources, limiting the ability to benchmark rates or salaries against external standards
- While Nétive VMS supports all billing and payments-related functionalities, it is yet to develop bulk payments support for its clients
- It is yet to develop several next-generation and AI-/ML-specific capabilities such as AI-based recommended screening questions, AI-based supplier matching, and AI-based personalized feedback for candidates. Also, it currently does not offer any integrations with Digital Adoption Platforms (DAP)
- Referenced clients noted that the volume of email notifications could be streamlined for a more focused user experience. Additionally, they identified training support as an area with potential for further enhancement

Pixid (page 1 of 3)

Everest Group global assessment – Major Contender
Everest Group EMEA assessment – Major Contender

Measure of capability:  Low  High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
Global										
EMEA										

Strengths

- Pixid Group, headquartered in France, delivers comprehensive recruitment solutions. Its VMS is designed to support client needs in staffing and supplier management
- The platform is tailored for staffing suppliers, enabling them to efficiently onboard and manage their client relationships
- Pixid VMS’ strength lies in managing blue-collar-specific job roles
 - **North America:** It is one of the largest VMS in France and also offers an international VMS version tailored for the EMEA region, featuring rapid deployment, plug-and-play infrastructure, and flexible pay-as-you-go pricing, making it an attractive option for clients
 - **EMEA:** Its recent acquisition of North America-based VectorVMS brings strong US mid-market and healthcare, BFSI, and government/public sector expertise into the group, supporting its broader global ambitions
- Pixid aims to support end-to-end talent acquisition by investing in Pixid Hub – an integration platform that connects several internal and external market technologies and client-owned technologies. It integrates with various VMSs, ATSs, payroll, and timekeeping systems, and leverages a strong partner network to deliver enhanced capabilities such as internal mobility, background checks, and resume scoring
- Pixid offers a suite of products, including Amris ATS for recruitment and applicant tracking, and Pixid Screening for background checks. Some other investments include:
 - It owns Connecting-Expertise, a cloud-based VMS platform focused on the Belgian market
 - It has acquired theMatchBox, which specializes in AI-driven recruitment solutions such as matching candidates to roles
- Pixid has established two-way integration with Bullhorn to simplify requisition creation and candidate submissions for suppliers, and is enhancing Carerix integration to support both permanent and contingent hiring, enabling true total talent acquisition
- Pixid integrates with Broadbean to support direct sourcing. It also enables clients to build private talent pools and allows suppliers to share candidate pools with clients even before job requisitions are raised

Pixid (page 2 of 3)

Everest Group global assessment – Major Contender
Everest Group EMEA assessment – Major Contender

Measure of capability:  Low  High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
Global										
EMEA										

Strengths

- Pixid is constantly developing new features to improve its VMS capabilities. Some of its recent enhancements include:
 - It has launched a tablet-based Time Clocking system, designed for light industrial clients without an existing clock-in/clock-out solution, enabling real-time data capture and accurate timekeeping. It is launched in the US and is expanding to Europe
 - It has invested in a time sheet calculation engine that auto-categorizes hours based on configurable rules by location or client
 - It has also invested in automated invoicing functionality, which helps in generating invoices within Pixid using timesheet data and rates, enabling self or pro forma invoicing
 - It has added a new feature, Budget Estimator, to forecast future spend based on the timesheets and active assignments
 - It also now supports separate workflows for ICs and temporary workers, with configurable form fields and validation rules based on worker type
- It offers a white-labeled native mobile app for hiring managers and workers, enabling contract signing, invoice and timesheet approvals, pay slip reviews, and advance payment requests

Pixid (page 3 of 3)

Everest Group global assessment – Major Contender

Everest Group EMEA assessment – Major Contender

Measure of capability:  Low  High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
Global										
EMEA										

Limitations

- While Pixid is growing its presence in other countries, including the US and European and Nordic regions, its experience is still highly skewed toward France. Clients looking for a multi-country solution should evaluate its capabilities vis-à-vis their regional/local requirements
 - While Pixid can support end clients, it is primarily built for suppliers. Enterprises should assess its features and engagement model before pursuing a direct partnership
 - Pixid currently does not have the experience and functionalities to manage services procurement / SOW
 - Though Pixid has hiring manager and worker mobile capabilities, it currently does not support features to view, approve, and reject candidates for hiring managers, and the ability to apply for open roles for candidates
 - Though Pixid offers some IC management capabilities, it currently does not have any experience in managing them
- Pixid has significant experience and capabilities in managing blue-collar roles across various industries. However, its experience in managing job families beyond blue-collar is relatively untested
 - It has experience in small to midsize programs. However, clients managing large spend volumes (>US\$100 million) should closely evaluate its scalability and experience
 - Though Pixid has basic analytics and reporting capabilities, it currently does not support advanced features such as predictive and prescriptive analytics and third-party data benchmarking
 - It currently does not support many next-generation technologies and AI-based functionalities, such as chatbots and candidate-job matching. It also does not support integrations with tools such as Digital Adoption Platform (DAP)

Prosperix (page 1 of 3)

Everest Group global assessment – Major Contender | Everest Group North America assessment – Major Contender
Everest Group EMEA assessment – Aspirant

Measure of capability:  Low  High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
Global										
North America										
EMEA										

Strengths

- Prosperix is a workforce solutions provider based in the US, offering a VMS platform and a hiring marketplace. Its capabilities also extend to MSP services, Employer of Record (EoR) and Agent of Record (AoR) support, as well as payrolling
- Prosperix has expanded its platform to encompass comprehensive capabilities, including automated supplier management, flexible workflows, a built-in hiring marketplace, and real-time reporting and analytics
- Prosperix has launched a Multi-tenant Vendor Management System (MVMS) specifically designed for MSPs. It enables MSPs to centrally manage multiple client programs through a shared services model, centralized supplier and talent pool management, global reporting and visibility, and simplified onboarding and configuration. While the system allows MSPs to independently configure and launch new client instances, Prosperix also offers support as needed to ensure a smooth implementation and management experience
- Prosperix's native hiring marketplace supports dynamic supplier engagement through intelligent job-to-supplier matching and a digital right-to-represent mechanism that reduces conflicts and accelerates candidate flow. Clients can also bring their suppliers into the ecosystem through branded onboarding while simultaneously sourcing from Prosperix's curated network of 4,200+ suppliers across industries and geographies
- Prosperix has evolved into a flexible, modern platform featuring an intuitive UI/UX and contemporary architecture. It enables the creation of highly configurable and customizable hiring workflows across individual jobs, departments, or entire programs using a user-friendly drag-and-drop interface
 - It has invested in adding role-based user access control to its platform, which enables easy configuration and delineation of functions to each user to ensure secure access provisioning
 - It has introduced Virtual Data Vaults to support GDPR and data residency requirements, enhancing its credibility and readiness for global deployment

Prosperix (page 2 of 3)

Everest Group global assessment – Major Contender | Everest Group North America assessment – Major Contender
Everest Group EMEA assessment – Aspirant

Measure of capability:  Low  High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
Global										
North America										
EMEA										

Strengths

- Prosperix offers its clients an API ecosystem that supports integrations with systems such as payroll, timekeeping, ATS, CRM, and ERP
- It has made significant investments in AI-driven capabilities to enhance hiring efficiency and intelligence. Key functionalities include automated supplier vetting and onboarding, dynamic job distribution that matches requisitions with the most suitable suppliers in real time, and the generation of real-time supplier performance scorecards
 - It has introduced a gen AI-powered requisition wizard that enables users to create and publish job requisitions by entering only minimal inputs
 - It also leverages AI to generate prescreening question recommendations tailored to job type, location, compliance requirements, and historical hiring patterns
- Prosperix offers robust analytics capabilities, including configurable dashboards that provide visibility into program metrics such as supplier performance, candidate flow, and spend trends. It also includes predictive insights to help clients track hiring velocity, forecast fulfillment outcomes, and assess supplier effectiveness over time

Prosperix (page 3 of 3)

Everest Group global assessment – Major Contender | Everest Group North America assessment – Major Contender
Everest Group EMEA assessment – Aspirant

Measure of capability:  Low  High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
Global										
North America										
EMEA										

Limitations

- While Prosperix is actively expanding into EMEA and APAC, its core presence remains in North America. Organizations outside this region should assess the platform's regional capabilities against their specific requirements
- Though Prosperix has invested in several AI-based features, it is yet to develop features such as gen AI-powered chatbots and AI-based personalized feedback for candidates
- While Prosperix supports onboarding and managing independent contractors, it does not offer capabilities for IC bidding or side-by-side proposal evaluation, which may limit its applicability for project-based IC engagement models
- While Prosperix supports core services procurement workflows such as onboarding, milestone tracking, and invoicing, it does not currently offer full source-to-pay capabilities. Enterprises requiring upstream functionality such as vendor discovery, competitive bidding, or RFP/RFI management, may find its SOW module limited
- Prosperix does not currently support advanced shift management features such as one-day shift assignment, shift swaps, float pool scheduling, or credential-linked shift validation. This may limit its applicability for healthcare or blue-collar programs with complex staffing requirements
- Prosperix does not currently offer native integrations with third-party background screening providers. Clients with stringent onboarding or compliance requirements may need to manage these processes outside the platform
- Prosperix does not currently support geofencing or GPS-based worker tracking. Clients in light industrial settings requiring real-time location awareness or mobile shift check-ins may find this a capability gap

SAP Fieldglass (page 1 of 3)

Everest Group global assessment – Leader | Everest Group North America assessment – Leader
Everest Group EMEA assessment – Leader

Measure of capability:  Low  High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
Global										
North America										
EMEA										

Strengths

- SAP Fieldglass, the VMS offering from global enterprise software provider SAP, is a mature platform that supports a full range of contingent workforce categories, including temporary labor, independent contractors, and services procurement / SOW
- Designed for large enterprises with complex global programs, SAP Fieldglass is one of the top VMSs by managed spend and is widely adopted across multiple industries and regions
 - **North America:** SAP is one of the largest providers in North America with proven experience across industries and client sizes
 - **EMEA:** It has a significant presence across countries including the UK, the Netherlands, Germany, and France. It supports multiple currencies, tax regimes, and European languages
- SAP is advancing Total Talent Management (TTM) by utilizing its deep integration with its broader ecosystem (Ariba, SuccessFactors, and S/4HANA) and investing in a Business Data Cloud to centralize workforce data and deliver unified talent visibility
- SAP Fieldglass provides a Talent Network module that enables hiring managers to build and manage talent pipelines, including reconnecting with former contractors. To deliver comprehensive direct sourcing capabilities, SAP is also forming partnerships with leading providers in the market
- It offers its clients with services procurement functionality that spans the complete source-to-pay cycle, including vendor RFI/RFP processes, contract negotiation, and SOW creation
 - It has also invested in developing comprehensive dashboards to give clients greater visibility and control over SOW and services procurement activities
 - It has introduced a Lean Procurement offering for its clients which simplifies and streamlines PO management for them
- As part of its freelancer strategy, SAP Fieldglass has partnered with Upwork to expand access to independent talent and simplify onboarding, engagement, and payment for freelance workers
- It provides advanced features such as guided workflows and decision tree logic to help clients accurately determine the appropriate contingent workforce category for their needs
- SAP Fieldglass supports mobile access through native apps such as Manager Hub, Time Entry, and Service Orders, providing hiring managers and workers with real-time tools for workforce engagement and task execution
- It offers its clients a blue-collar workforce management module for asset-heavy industries such as oil and gas, mining, utilities, and chemicals, providing capabilities such as high-volume onboarding, gate pass integration, and time rule automation

SAP Fieldglass (page 2 of 3)

Everest Group global assessment – Leader | Everest Group North America assessment – Leader
Everest Group EMEA assessment – Leader

Measure of capability:  Low  High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
Global										
North America										
EMEA										

Strengths

- SAP has developed partnerships with all the leading talent-related service and technology providers that are accessible to clients through its digital app store
 - It boasts an open API infrastructure that offers seamless partnerships across MSPs, compliance tools, freelancer platforms, and talent curation solutions
 - It has also introduced a Configuration Manager that enables clients to perform self-service setup, without requiring support from the SAP team
- It offers its clients with configurable conditional eSignature triggers for activity items, streamlining compliance and document management
- SAP Fieldglass leverages SAP Analytics Cloud to support data-driven decision-making across the platform by providing insights into a wide range of KPIs and metrics. It has also launched an n Analytics add-on offering comprising two key components
 - Analytics dashboards to visualize and analyze the client’s data to support workforce planning
 - Benchmarking dashboards to help clients benchmark data against industry standards, such as through location-based analysis, to support planning and forecasting
- SAP is actively investing in AI/ML capabilities, with recent developments including –
 - Joule, an AI-powered digital assistant to streamline processes including job and SOW creation, improved search and navigation, direct access to help content, and the ability to view and complete work items
 - AI-based skill-based JD creation and AI-based JD translation into the native language
 - AI-powered pdf extraction to automate extraction of key components (e.g., deliverables, roles) from uploaded PDFs to create SOWs

SAP Fieldglass (page 3 of 3)

Everest Group global assessment – Leader | Everest Group North America assessment – Leader
Everest Group EMEA assessment – Leader

Measure of capability:  Low  High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
Global										
North America										
EMEA										

Limitations

- While SAP Fieldglass is a widely adopted global platform with deployments across numerous countries, clients need to assess its localization and integration capabilities to fully benefit from a centralized contingent workforce program
- SAP Fieldglass' legacy infrastructure limits its agility, resulting in slower adoption of modern features such as AI and longer turnaround times for UI/UX updates and system enhancements
- It supports all types of contingent workers, but its capabilities for managing freelancers and independent contractors are not as comprehensive as those of dedicated freelancer management systems
- For small to midsize businesses with simpler needs or pricing constraints, SAP Fieldglass may not offer the most cost-effective or flexible configuration options
- While SAP Fieldglass is expanding its direct sourcing capabilities, clients with specialized needs should carefully assess whether its current offering aligns with their requirements
- While SAP has invested in reporting and analytics functionalities, it does not yet offer other advanced capabilities such as predictive analytics to its clients
- SAP Fieldglass' clients expect it to enhance its speed to market with new changes, and improve on the relationship/account management aspects

ShiftWise Flex (page 1 of 3)

Everest Group global assessment – Major Contender

Everest Group North America assessment – Major Contender

Measure of capability:  Low  High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
Global										
North America										

Strengths

- ShiftWise Flex is a contingent workforce platform based in the US that specializes in serving mid- to large healthcare organizations, offering support for both clinical and non-clinical workforce needs
- AMN Healthcare introduced ShiftWise Flex as the upgraded version of its legacy ShiftWise platform, featuring a modernized user interface and enhanced capabilities. It offers robust functionalities for shift scheduling, credential management, and float pool management. Some of its key features include:
 - It supports clinicians’ onboarding and compliance with automated credential and certification tracking
 - It enables real-time validation against federal, state, and client-specific requirements
 - It accommodates healthcare-specific rate types such as per diem, locum tenens, and shift differentials
 - It supports real-time time and attendance tracking, expense reporting with receipt uploads, and integration with systems like Workday, Kronos, and Infor
 - It expanded self-service capabilities for locums to be able to pick up open shifts and view jobs
- AMN offers integrated mobile applications to enhance user experience for both clinicians and hiring managers
 - It offers an AMN Passport app, which enables healthcare professionals to efficiently search for jobs, manage their assignments, and submit credentials through a streamlined, user-friendly interface
 - It has also recently launched the ShiftWise Mobile Manager app, which enables hiring managers to create an order, approve shifts, monitor credentials, view upcoming schedules, and review or take action on candidate submissions
- ShiftWise Flex is making substantial investments in enhancing its business intelligence and reporting capabilities. It enables secure and structured data sharing between ShiftWise Flex and client systems to support advanced workforce analytics and enterprise-level planning
 - It has developed advanced analytics Power BI dashboards to provide clients with visibility and insights into their supplier performance, workforce usage and spend, real-time SLA/KPIs, vendor performance, compliance, and financial management
 - It offers long-term workforce planning dashboards to analyze labor mix, as well as identify attrition rates
 - It integrates with sister AMN VMS platforms (Medefis and b4health) to build comprehensive market intelligence dashboards

ShiftWise Flex (page 2 of 3)

Everest Group global assessment – Major Contender
Everest Group North America assessment – Major Contender

Measure of capability:  Low  High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
Global										
North America										

Strengths

- ShiftWise Flex supports direct sourcing through ATS and job board integrations, branded career sites, and internal communications, with configurable workflows to prioritize internal labor pools before routing to external talent sources
- Being part of AMN Healthcare, it leverages AMN Healthcare’s RPO and MSP capability and its suite of technologies, including complementary VMSs (Medefis and b4health), to offer a digital TTA solution
- It has also recently launched the WorkWise platform, an end-to-end digital workforce solution, which acts as a one-stop shop for all workforce categories, including contingent workers, float pool, per diem, permanent, and locum talent management
 - It combines key technologies such as ShiftWise Flex (VMS), AMN Passport (clinician app), Smart Square (predictive scheduling), AMN workforce analytics and market insights, and other third-party tools, including HRIS, time and attendance systems, and compliance and onboarding systems
 - It is built with a modular architecture in which clients can adopt ala-carte or a full suite of services based on their requirements and maturity
 - It has a digital adoption platform embedded into the solution for easy onboarding of client users
- ShiftWise Flex offers its clients AI-based functionalities, such as predictive rate recommendations during job order creation and automated clinician-job matching based on key factors such as credentials, location, and availability

ShiftWise Flex (page 3 of 3)

Everest Group global assessment – Major Contender
Everest Group North America assessment – Major Contender

Measure of capability:  Low  High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
Global										
North America										

Limitations

- ShiftWise Flex offers strong functionality tailored to the healthcare sector, particularly for contingent workforce management. However, its current geographic focus is limited to North America, making it less suitable for healthcare organizations operating internationally
- Apart from healthcare, though ShiftWise Flex manages non-clinical job roles as well, its capabilities are not completely tested yet
- Buyers looking for a VMS solution with all types of contingent workers management capabilities, including services procurement / SOW and ICs functionalities, may find its capabilities inadequate
- While it has a dedicated mobile application for candidates/workers and hiring managers, it has yet to develop applications to support the supplier persona
- ShiftWise Flex currently does not offer many solutions leveraging RPA/automation and AI/ML functionalities, such as AI-based personalized feedback for candidates and AI-based recommended screening questions
- Though ShiftWise Flex has integrations with its sister AMN VMS platforms, it currently does not have any partnership with third-party market data sources

SimpleVMS (page 1 of 3)

Everest Group global assessment – Major Contender
Everest Group North America assessment – Major Contender

Measure of capability:  Low  High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
Global										
North America										

Strengths

- SimpleVMS, part of Avionté, is a US-based vendor-neutral contingent talent management platform that helps clients manage temporary workers, services procurement / SOW, and permanent employees
- It has been acquired by Avionté BOLD—an ATS and staffing software provider—to build a fully integrated platform that unifies VMS and ATS capabilities. The goal is to streamline contingent workforce management, from timekeeping and attendance to invoicing, while enhancing collaboration across all hiring stakeholders
 - The integration includes the Avionté 24/7 mobile app, enabling pre-vetted candidates to be automatically submitted to employers upon application
 - This integration also enables client job orders to auto-flow into the ATS and allows one-click candidate submission back into the VMS
- SimpleVMS follows a partner-led approach and has a robust staffing and MSP channel partnership program and access to hundreds of suppliers
- It also provides clients with an MSP-lite, high-touch service model that includes services such as weekly data audits, vendor sourcing support, and oversight of compliance and time approvals—all as part of its standard pricing. This approach may be particularly appealing to price-sensitive small and mid-market clients seeking additional support without incurring extra costs
- It has a robust ecosystem of partners, including ATSs, payroll systems, warehouse management systems, back-office systems, timekeeping systems, and background check providers
- SimpleVMS is well-suited for managing blue-collar talent in manufacturing and light industrial environments, offering features such as shift planning, worker credential tracking, automated backfilling of roles, and support for variable pay rates tied to overtime and shift differentials

SimpleVMS (page 2 of 3)

Everest Group global assessment – Major Contender
Everest Group North America assessment – Major Contender

Measure of capability:  Low  High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
Global										
North America										

Strengths

- It is constantly developing new features to improve its VMS capabilities. Some of its recent enhancements include:
 - It has invested in SimpleFLX, a native gig-style scheduling tool that enables clients to create talent pools, define shift needs, and notify vetted workers — allowing talent to self-select, cancel, or drop shifts — using a mobile interface powered by Avionté 24/7
 - It has also invested in a functionality where workers clock in via iPads using facial recognition, which builds an AI-based facial model after three uses to prevent buddy punching, syncs images and timesheets for manager and agency verification, and functions even with partial Personal Protective Equipment (PPE) coverage
- It currently supports all types of SOW models, including fixed price, milestone-based, and time and material, with functionalities such as SOW creation, bidding, headcount and asset tracking, and milestones and budget tracking
- SimpleVMS provides robust invoicing capabilities, including reverse invoicing, which allows invoices to be generated on behalf of suppliers. It also supports flexible invoice generation based on site, department, or cost center, enabling clients to align billing with their specific organizational structures and reporting needs
- SimpleVMS provides its clients with real-time dashboards, compliance tracking, and analytics to monitor workforce trends, automate credential and document alerts, and identify bottlenecks in the program

SimpleVMS (page 3 of 3)

Everest Group global assessment – Major Contender
Everest Group North America assessment – Major Contender

Measure of capability:  Low  High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
Global										
North America										

Limitations

- Though SimpleVMS is making investments to expand its geographic footprint, it currently operates exclusively in North America, which may limit its ability to meet the needs of clients with operations in other regions. Organizations with a global footprint should evaluate geographic coverage requirements accordingly
- While it serves clients across industries, it has limited presence in industries such as BFSI, energy and utilities, and government and public sector
- It has limited experience in managing multi-country, large spend deals with complex needs and workflows
- SimpleVMS currently has limited experience in managing job families beyond blue-collar roles
- Although SimpleVMS is making investments to improve its direct sourcing capabilities, it is yet to receive traction in it. It currently does not support functionalities such as payrolling/payments for directly sourced workers and self-sourcing of candidates from an external marketplace
- While it has capability and experience in services procurement management, it lacks vendor sourcing through RFI/RFP and redlining capability
- It currently has limited capabilities to manage independent contractors
- While SimpleVMS has analytics and reporting capabilities, clients looking for advanced analytics functionalities such as rate/salary benchmarking with third-party data sources may find their needs unmet
- Though several AI/ML functionalities are in the future roadmap for SimpleVMS, currently it has limited utilization of AI and next-generation technologies such as Natural Language Processing (NLP) and Digital Adoption Platforms (DAP) for self-service

SimplifyVMS (page 1 of 3)

Everest Group global assessment – Leader and Star Performer | Everest Group North America assessment – Leader
Everest Group EMEA assessment – Major Contender

Measure of capability:  Low  High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
Global										
North America										
EMEA										

Strengths

- SimplifyVMS is a US-based contingent workforce technology solutions provider, delivering a comprehensive VMS that globally supports the management of temporary workers, services procurement / SOW, and ICs / freelancers
- It has a diversified global portfolio, with the largest presence in North America, followed by EMEA, APAC, and LATAM. It has a presence across all the industries and job families, with the most experience with blue-collar workers and engineering/IT professionals
 - **North America:** It has established strong presence and delivery capabilities across both the US and Canada, gaining traction across client sizes, industries, and job families—driven by its modern UI/UX and scalable architecture
 - **EMEA:** It supports multiple countries with multiple languages and currency support. It also has capabilities to comply with local compliance and tax rules for 104 countries
- It has invested in SimplifyBridge, a proprietary iPaaS solution, which offers its clients a rich marketplace of connectors, robust API, plug-and-play compatibility with job boards and talent platforms, along with self-service capabilities that allow clients to monitor and configure integrations independently
- SimplifyVMS offers a fully native direct sourcing module to its clients via HireHQ (formerly SimplifyHire), which offers a customizable UI aligned with client branding and supports candidate referrals from both existing workers and talent pools. It provides a white-labeled career portal with 150+ templates, supporting both contingent and permanent roles with features such as tagging, filtering, and automated candidate outreach
- SimplifyVMS integrates with HCM, ERP, ATS, and other tools for total talent enablement and to trigger permanent roles-related actions such as job posting, onboarding/off-boarding, and payroll
- It offers its clients a wide range of gen AI-driven functionalities that enhance platform intelligence, streamline processes, and personalize user experiences
 - It offers a candidate screening bot, resume parsing with side-by-side bias-controlled comparisons, and a conversational decision wizard for job type guidance
 - It helps in optimizing job descriptions for clarity and inclusivity, recommends screening questions, and creates personalized onboarding workflows with role-/location-specific tasks, documents, and training schedules
 - It has launched a gen AI-powered chatbot that offers real-time support, automates routine tasks such as requisition creation and onboarding, and delivers role-specific recommendations to minimize training needs and improve user adoption
 - It is also leveraging AI to offer skill-based candidate matching functionalities to its clients

SimplifyVMS (page 2 of 3)

Everest Group global assessment – Leader and Star Performer | Everest Group North America assessment – Leader
Everest Group EMEA assessment – Major Contender

Measure of capability:  Low  High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
Global										
North America										
EMEA										

Strengths

- It delivers a user-centric experience with a role-based UX tailored for program admins, MSPs, managers, suppliers, and workers. It features customizable dashboards with visual widgets, drag-and-drop workflow and approval configuration, and built-in support resources including embedded videos and tooltips
- SimplifyVMS offers its clients end-to-end SOW / services procurement capabilities, including transactional and strategic functionalities such as RFX/RFP creation, redlining capability, and contract negotiation
- SimplifyVMS has invested in several features and functionalities to improve the user experience
 - It offers deep configuration and localization capabilities, including a Rate Interpretation Engine that supports complex rate structures such as Enterprise Bargaining Agreements (EBAs) in Australia and Collective Bargaining Agreements (CBAs) in France and Germany
 - It offers a native mobile application and supports personas such as managers, workers, and suppliers. It provides features such as candidate submission, timesheet, expense management, and invoicing
 - It has recently launched a native shift management module designed for healthcare, light industrial environments. It offers intuitive features such as clock-in/clock-out with break tracking, smart shift selection with recommendations, and built-in credentialing and compliance tracking
- SimplifyVMS offers over 70+ standard reports provided as part of its reporting and analytics module, having features such as bionic reading. It also offers its clients a custom report builder, in which they can create an unlimited number of User Defined Fields (UDFs). It also connects with multiple data platforms to provide insights into skill classifications, job descriptions, market rate analysis, pay rate details by zip code, and talent supply and demand
- Referenced clients were particularly appreciative of the customer support service and overall relationship management

SimplifyVMS (page 3 of 3)

Everest Group global assessment – Leader and Star Performer | Everest Group North America assessment – Leader
Everest Group EMEA assessment – Major Contender

Measure of capability:  Low  High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
Global										
North America										
EMEA										

Limitations

- While SimplifyVMS has a strong presence in North America and EMEA and is actively investing to expand in APAC and LATAM, its current experience in serving clients in the latter regions is comparatively limited. Clients in APAC and LATAM should carefully assess its capabilities to ensure alignment with their specific needs
- While it has a diverse portfolio across industries, it has relatively limited experience in industries such as retail and the public sector
- While it has an end-to-end module for services procurement, it does not have any integrations with SOW optimization tools in the market
- Currently, SimplifyVMS does not have any integrations with Freelancer Management Systems (FEMSs) in the market, and its native freelancer management functionalities remain relatively untested
- While SimplifyVMS is investing in AI-driven capabilities, certain use cases are still in the process of development. Prospective clients should assess the AI solution’s maturity and alignment with their specific needs accordingly
- Some referenced clients highlighted that while timelines are met, faster responsiveness would help elevate the overall support experience

StafferLink (page 1 of 2)

Everest Group global assessment – Aspirant
Everest Group North America assessment – Major Contender

Measure of capability:  Low  High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
Global										
North America										

Strengths

- StafferLink is a US-based healthcare staffing software provider that offers StafferLinkVMS™, a vendor-neutral VMS for healthcare facilities and MSPs. Additionally, it offers VMS-integrated StafferLinkASM™, which encompasses ATS, credentialing, and payroll tech solutions for staffing agencies
- StafferLink offers its clients a robust and scalable integration architecture that enables seamless connectivity across diverse enterprise systems
 - It can integrate via real-time, bidirectional APIs or through file-based feeds (e.g., CSV and Excel) on a configurable cadence, allowing data to flow between systems based on operational needs
 - It supports integrations with a wide array of platforms, including payroll, time management, ATS, ERP, HRM, accounting, job boards, education and training tools, and business intelligence systems
- StafferLinkVMS hosts nearly 4,000 agencies in its marketplace, enabling rapid supplier alignment and tiering. New vendors can be onboarded quickly via self-registration or client invitation
- StafferLink is purpose-built for the healthcare market, offering specialized shift management and credentialing capabilities to support complex healthcare staffing needs
- It supports all healthcare shift types—per diem, contract, permanent, and prebooked—across intraday and multi-day patterns, with flexibility to associate shifts with specific roles and areas
- It supports a robust credentialing engine that supports automated monitoring and compliance tracking
- StafferLinkVMS offers a highly configurable, multi-level reporting structure across modules and entities, supporting both real-time custom and canned reports. Reports can be auto-scheduled and exported in various formats
- StafferLink offers internal talent pooling tools to its clients to support both self-service and automation, giving candidates the ability to manage profiles, bid on roles, respond to job requests, and update credentials in real time. Notifications keep employers and MSPs informed of candidate activity and progress
- Its functionalities for internal talent pooling and agency marketplace can serve both permanent and contingent roles. Healthcare providers looking for a single solution to manage both temporary and permanent workers will find its offering compelling

StafferLink (page 2 of 2)

Everest Group global assessment – Aspirant
Everest Group North America assessment – Major Contender

Measure of capability:  Low  High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
Global										
North America										

Limitations

- StafferLink’s operations are currently limited to the US, with no active presence or deployment outside the domestic healthcare market
 - Though it supports non-clinical hiring, the platform is purpose-built for clinical staffing workflows and healthcare-specific requirements
 - While it offers a mobile app for the ASM (ATS) platform, mobile capabilities for the VMS are still under development
- While it has basic tracking and reporting capabilities, it is still developing advanced analytics capabilities with interactive dashboards and customizable drill-down capabilities
 - Although it can manage permanent employees, temporary labor, and independent contractors, it lacks the capability to manage services procurement spend
 - It currently offers limited AI/ML and next-gen capabilities, such as Natural Language Processing (NLP), to its clients

TalentNow (page 1 of 2)

Everest Group global assessment – Aspirant
Everest Group North America assessment – Aspirant

Measure of capability:  Low  High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
Global										
North America										

Strengths

- TalentNow is a US-based provider of workforce technology solutions that delivers a suite of tools for managing contingent labor, SOW-based services, and independent contractors
- It features a user-friendly, intuitive interface with capabilities such as white-label customization, email-/SMS-based interactions, and automation to streamline daily workflows
- TalentNow provides robust data and analytics capabilities to support informed workforce decision-making
 - Clients can access several pre-built reports with performance metrics such as supplier KPIs and SLAs, alongside customizable dashboards
 - It offers integration with external data providers enabling real-time insights into labor market trends, compensation benchmarks, and workforce demographics across regions
 - It also offers its clients with compensation insights, combining government and self-reported wage data to help estimate pay ranges based on candidate skills and experience
- It offers its clients with a SaaS-based ATS solution alongside the VMS, providing an all-in-one offering for small and midsize companies seeking total talent technology
- It offers its clients Flex Teams module, which supports end-to-end SOW management with project-based tracking, real-time milestone visibility, automated approvals, and integrated billing and expense controls
- TalentNow stands out for its unified marketplace that connects employers with contingent talent from both internal vendor pools and external sources such as direct sourcing platforms and marketplaces
 - It offers an end-to-end sourcing solution that spans requisition to check, incorporating continuous feedback, onboarding, performance management, automated workflows, audit trails, and centralized document storage
 - It incorporates real-time labor market data to provide transparency into prevailing bill rates and uses AI to proactively identify the most suitable and available candidates for recurring roles, streamlining the hiring process
 - It also supports rehiring functionality, enabling enterprises to easily reconnect with previously engaged candidates based on performance history or specific role requirements

TalentNow (page 2 of 2)

Everest Group global assessment – Aspirant
Everest Group North America assessment – Aspirant

Measure of capability:  Low  High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
Global										
North America										

Limitations

- TalentNow is primarily focused on the North American market, with limited operational presence in other global regions
 - TalentNow primarily serves small and mid-market deals. Clients with multi-country deals and large spends need to evaluate its capabilities based on their requirements
 - Its origins as a marketplace solution mean that its VMS functionality is still maturing; enterprises should assess whether it meets their full program needs
 - While it includes an SOW module, its ability to manage large-scale, end-to-end SOW engagements remains limited
- Advanced analytics, such as predictive insights, are not yet part of its reporting suite despite investments in dashboards and standard metrics
 - Some AI and NLP features such as candidate matching, are available but are in a nascent stage, and the platform has yet to incorporate technologies such as RPA or chatbots for broader automation
 - TalentNow lacks a dedicated mobile app for hiring managers and workers, though it does support basic SMS-based interactions

Trio VMS (page 1 of 3)

Everest Group global assessment – Major Contender

Everest Group North America assessment – Major Contender and Star Performer

Measure of capability:  Low  High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
Global										
North America										

Strengths

- Trio VMS is a US-based contingent workforce management platform for healthcare providers. It operates under Trio Workforce Solutions, which also offers a vendor-neutral healthcare MSP. Trio Workforce Solutions is a subsidiary of American Health Staffing Group (AHSF), a leading US provider of healthcare workforce solutions, supporting both clinical and non-clinical hiring needs
- It has significant experience in managing every major healthcare labor category, including nursing, allied health, locums, per diem, and internal float pool resources for small and mid-market healthcare clients
- Its go-to-market strategy is centered on providing flexibility to clients, offering both a pure Software-as-a-Service (SaaS) model and a combined MSP + VMS service option. In addition, its enhanced VMS solution allows clients to tailor the level of administrative support they receive based on their specific program needs
- Trio VMS provides clients with a modern user interface and robust capabilities for shift scheduling, credential management, and float pool management. Some of its key features include the following:
 - It enables credential expiration alerts and also supports robust credentialing workflows with requirements that can be tailored by facility or role
 - It integrates with Adobe/DocuSign for contract management, and all credentialing documents flow downstream into rate enforcement, timecard validation, and invoicing, ensuring a unified, auditable compliance process
 - It supports real-time time and attendance tracking, expense reporting with receipt uploads, and integration with systems such as Workday
- It offers its clients with Trio Shifts, a mobile application to streamline shift distribution and management. It provides workers with a single system to book and manage their shifts
- It is an API-first VMS and integrates with several point solutions in the market, including gig platforms, HRIS systems, ERP platforms, ATS platforms, and scheduling systems
- Trio VMS has made significant investments in direct sourcing capabilities, including management of both internal resources and agency pools
 - It has internal float pool module purpose-built for healthcare providers to manage clinicians and shift-based workers through shift distribution, time collection, and self-scheduling using Trio native mobile app
 - It also enables healthcare clients to build and activate private talent pools of retirees, 1,099 workers, physicians, and silver medalists with light admin support
- It has a two-way integration with its proprietary ATS, Insight, for job orders, submissions, compliance, and time and expense tracking, helping clients with internal staffing requirements

Trio VMS (page 2 of 3)

Everest Group global assessment – Major Contender

Everest Group North America assessment – Major Contender and Star Performer

Measure of capability:  Low  High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
Global										
North America										

Strengths

- Trio VMS also supports other features to provide its healthcare clients with operational efficiency, including:
 - Trio Market Insights, a physician-specific database with rates by speciality and geography
 - Trio Submission Evaluator AI, to score candidate submissions in real time, improving vendor behavior and enhancing submission quality
 - Trio Bid Stream, a competitive environment that drives rates down
 - Trio Timecard Audit AI, to automate timecard validation against contracts and policies, catching anomalies and reducing billing errors
 - Trio Smart Approver, an AI-digital worker that approves time and expenses, is in the roadmap for 2025
- Trio VMS has a reports hub that uses Microsoft Power BI to offer comprehensive drill-down dashboards in areas such as program analytics and spend analysis. It also provides Data-as-a-Service to its clients by offering raw data extracts for clients’ tools such as Tableau and Power BI
- Referenced clients highlighted its ease of use and reporting capabilities as areas of strength. They also lauded its healthcare-specific functionalities, allowing a seamless user experience

Trio VMS (page 3 of 3)

Everest Group global assessment – Major Contender

Everest Group North America assessment – Major Contender and Star Performer

Measure of capability:  Low  High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
Global										
North America										

Limitations

- Trio VMS offers strong functionality tailored to the healthcare sector, particularly for contingent workforce management. However, its current geographic focus is limited to North America
 - Clients from industries beyond healthcare seeking to manage non-clinical job roles may find its offerings limited
 - Buyers looking for a VMS with services procurement / SOW management functionalities may find its capabilities inadequate
 - Although it has a dedicated mobile application for candidates/workers, it has yet to develop applications to support supplier and hiring manager personas. Referenced clients also highlighted this as an area of improvement
- Though in the roadmap, Trio VMS currently does not have advanced analytics capabilities such as third-party market rate/salary data benchmarking
 - Trio VMS has direct sourcing and talent pooling capabilities. However, it currently cannot enable enterprises to self-source candidates from external marketplaces, and its overall capabilities in this space remain largely untested
 - Though Trio VMS is actively making investments in developing automation and AI/ML capabilities, it currently does not have functionalities such as AI-based JD creation and AI-recommended screening questions

VectorVMS (page 1 of 3)

Everest Group global assessment – Major Contender | Everest Group North America assessment – Major Contender
Everest Group EMEA assessment – Aspirant

Measure of capability:  Low  High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
Global										
North America										
EMEA										

Strengths

- VectorVMS is a US-based provider of CWM technology. Its VMS solution supports the management of temporary workers, services procurement, and independent contractors
- Previously part of LTG (Learning Technologies Group), VectorVMS was acquired in 2024 by Pixid Group, a Europe-based end-to-end recruitment solutions provider
- Following its acquisition by the Pixid Group, VectorVMS is strategically positioned to expand its presence across Europe. Its current operations are concentrated in the North American and the UK mid-market, where it serves both end clients and MSPs, with particular focus on the healthcare and government sectors
- As part of its platform modernization strategy for 2024-2025, VectorVMS is undergoing a major UI redesign, with a brand-new dashboard experience scheduled to go live in 2025. The launch is expected to offer a cleaner, more modern interface, along with role-based personalization, quick access to frequently used features, and enhanced visibility into job and program data
- VectorVMS offers a hybrid service model through its Shared Managed Services (SMS) solution, enabling clients to retain control of their contingent workforce programs while receiving targeted support in areas such as supplier management, technology enablement, program tuning, and rate oversight. The model is especially beneficial for first-generation or lightly managed programs seeking operational guidance without full outsourcing
- It offers its clients an open API ecosystem that supports integrations with direct sourcing platforms, healthcare-focused scheduling tools, and systems such as background checks, ATS, CRM, and ERP
- Vector VMS provides a robust compliance manager with configurable due dates, credential reviews, and document reuse, supporting healthcare and public sector needs. It also partners with Makeshift to enable shift scheduling and swapping for healthcare clients

VectorVMS (page 2 of 3)

Everest Group global assessment – Major Contender | Everest Group North America assessment – Major Contender
Everest Group EMEA assessment – Aspirant

Measure of capability:  Low  High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
Global										
North America										
EMEA										

Strengths

- It has capabilities to support the entire source-to-pay cycle in SOW / services procurement, including RFx for vendor sourcing and negotiation and SOW creation. It also offers other features, including milestone-based billing, resource tracking, and timekeeping, along with real-time budget visibility and alerts
- VectorVMS is advancing its AI capabilities through the acquisition of theMatchBox, aiming to enhance candidate matching and rate benchmarking. It also has a partnership with Leoforce to create an ideal candidate profile, and rank/match candidates to open roles
- VectorVMS supports a configurable Guide Me module that guides hiring managers through talent channel selection workflows based on requisition type and business needs, simplifying the decision process and improving compliance
- It has robust reporting and analytics capabilities to support decision-making across the entire application. It plans to have a full launch of Sisense-based analytics in 2025
 - It provides advanced analytics capabilities, including peer benchmarking, rate benchmarking via third-party marketplace integration, and total talent analytics to support data-driven workforce strategies
 - It also offers a candidate diversity module wherein enterprises can manage supplier diversity data and view aggregated reports
- Referenced clients lauded its customer support and ease of use of the platform

VectorVMS (page 3 of 3)

Everest Group global assessment – Major Contender | Everest Group North America assessment – Major Contender
Everest Group EMEA assessment – Aspirant

Measure of capability:  Low  High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
Global										
North America										
EMEA										

Limitations

- While VectorVMS is expected to strengthen its EMEA positioning through its association with the Pixid Group, its current footprint remains concentrated in North America and the UK. Enterprises seeking localized deployments in broader EMEA or APAC should assess the platform’s regional capabilities accordingly
- Although it has good experience in serving small and midsize deals, clients looking to manage multi-country large spend with complex needs and workflows should evaluate VectorVMS’ capabilities carefully
- Though it has a strong roadmap for AI/ML with the acquisition of theMatchbox, its current native capabilities remain limited. The platform does not yet support features such as automated job description creation, AI-generated screening questions, or chatbot-based candidate interactions
- VectorVMS has comparatively lower adoption in verticals such as energy and utilities, pharmaceuticals, retail, and logistics
- Although it has presence across job families, it has relatively less experience in blue-collar job roles, call-center professionals, sales and marketing professionals, and senior management
- VectorVMS does not offer a proprietary talent marketplace or built-in talent pooling engine, relying instead on integrations with external platforms. Enterprises prioritizing native talent pooling capabilities should carefully evaluate the platform’s functionality in this area
- While it offers a mobile app for hiring managers, its functionality is limited. Users cannot view candidate details, approve or reject candidates, or schedule interviews via the app. Additionally, there is no dedicated mobile application available for suppliers or candidates, which may restrict its capability compared to peers
- Referenced clients expect further improvements in its integration and reporting capabilities

Workday VNDLY (page 1 of 3)

Everest Group global assessment – Leader and Star Performer | Everest Group North America assessment – Leader
Everest Group EMEA assessment – Leader and Star Performer

Measure of capability:  Low  High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
Global										
North America										
EMEA										

Strengths

- Workday VNDLY is an end-to-end contingent workforce technology provider with a global presence. It supports the management of temporary workers, services procurement, and ICs / freelancers
- It has deep integration with Workday’s core architecture, allowing Workday VNDLY to manage both full-time and contingent workers within a single integrated ecosystem, offering clients with true total talent visibility and management features
- It has largest presence in North America and is rapidly expanding in EMEA and APAC. It has global deployment in 110+ countries
 - **North America:** It has established presence and capabilities across the region and has gained traction across client sizes and industries
 - **EMEA:** It offers multilingual and multi-currency support, with notable growth across the UK, Netherlands, and Germany
- Workday VNDLY offers its clients an open API that enables seamless, real-time integration with a wide range of enterprise systems including HCM, ERP, ATS, payroll, and timekeeping
- Its modern SaaS architecture continues to be a core strength, providing configurability and interoperability for contingent workforce management. In addition to its Workday-native integration advantages, it also maintains strategic partnerships with MSPs
- Workday VNDLY offers a natively built SOW solution, to support the entire source-to-pay cycle with advanced features such as multi-payment structures in a single SOW, seamless contractor transitions, RFx support, and SOW creation
- It delivers a modern, unified reporting and analytics ecosystem that provides organizations with real-time visibility and data-driven decision-making across their total workforce
 - It allows its clients to build ad hoc or scheduled reports with intuitive tools, dynamic filters, and calculated fields
 - Via its integration with Workday Prism Analytics, VNDLY’s data can be blended with HCM and external data sources, enabling organizations to visualize, track, and optimize total workforce performance
- Workday VNDLY enables automated, configurable invoicing with support for multiple payment types (time and materials, fixed price, milestones, and units), custom rate cards, and consolidated billing. It supports vendor self-service and ensures compliance through customizable invoice templates and tax and program fee configurations

Workday VNDLY (page 2 of 3)

Everest Group global assessment – Leader and Star Performer | Everest Group North America assessment – Leader
Everest Group EMEA assessment – Leader and Star Performer

Measure of capability:  Low  High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
Global										
North America										
EMEA										

Strengths

- Workday VNDLY streamlines requisition creation with configurable job templates, approval workflows, supplier distribution rules, and Ava—its decision support wizard. It supports dynamic onboarding checklists, fast-path urgent hiring, and deep integration with Workday Adaptive Planning to automate contingent hiring aligned with workforce plans
- It offers a comprehensive direct sourcing capability that enables clients to curate a centralized repository of internal talent, including interns, alumni, and silver medalists, while also supporting integrations with third-party platforms to expand external talent access and streamline contingent hiring
- Workday VNDLY supports time tracking workflows through integrations with Workday Time Tracking and external controls for location-based compliance. Contingent workers can use Workday’s stand-alone Time Kiosk app for clock-in/-out, with time data flowing to VNDLY for invoicing and spend tracking
- It is making investments to support global programs with country-specific operational needs
 - It has enhanced localized user experiences, including unique invoice templates, tax rates, and rate cards per country
 - It also now supports multiple, country-specific tenure policies within a single tenant
- Workday VNDLY is expanding its AI footprint through strategic investments, embedded intelligence, and integrations with Workday’s next-generation AI platform, Illuminate
 - Workday acquired Evisort, an AI-native document intelligence platform. Workday VNDLY is exploring use cases to apply Evisort’s capabilities for extracting data from contracts and other unstructured documents
 - It is leveraging generative AI to automate the creation of job descriptions and SOW clauses
 - It is integrating with HiredScore to support AI-based candidate scoring and candidate rediscovery for open contingent worker requisitions
- Referenced clients highlighted the ease of use and integration with Workday as its key strengths. Clients also lauded the UI/UX of the platform

Workday VNDLY (page 3 of 3)

Everest Group global assessment – Leader and Star Performer | Everest Group North America assessment – Leader
Everest Group EMEA assessment – Leader and Star Performer

Measure of capability:  Low  High

	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
Global										
North America										
EMEA										

Limitations

- While Workday VNDLY continues to strengthen its presence in EMEA and other global regions, the complexity of regional requirements means enterprises should carefully evaluate the platform’s localization depth and alignment with their specific needs in markets such as EMEA, APAC, and LATAM
- Several AI innovations, including contingent sourcing agents and contract intelligence via Evisort, are still in early stages or on the roadmap. While Workday VNDLY is actively investing in AI capabilities, many of these tools and use cases remain under development.
- Workday VNDLY offers extensibility via APIs that can enable integration with Freelance Management Systems (FEMS), but it does not offer pre-built, certified integrations or formal partnerships with leading FEMS platforms. Enterprises seeking ready-to-use FEMS connectivity for self-sourcing programs must evaluate its offering carefully
- While VNDLY has expanded into shift and blue-collar workflows, its adoption in highly credentialed, schedule-intensive healthcare environments is still limited, especially compared to vertical-focused providers
- Mobile access is embedded in the Workday ecosystem (via the Workday app and MS Teams integrations), but VNDLY does not offer a dedicated mobile application for suppliers or workers, which could limit mobile-first interactions for clients outside the Workday environment
- Referenced clients have highlighted the need to enhance the customer success approach, noting that the current model could be more proactive and better aligned with delivering business impact

Appendix

Glossary

Glossary of key terms used in this report

ATS	An Applicant Tracking System is a software application that enables the electronic handling of recruitment needs. An ATS system can be implemented on an enterprise or small business level, depending on the needs of the company.	Services procurement	Services procurement involves an enterprise contracting with a third-party service provider that delivers people-based services (governed by a Statement of Work). Instead of hiring individual workers, the enterprise engages with a service provider that provides a team that performs the work. The service provider is responsible for employing and compensating the workers performing the tasks.
Direct sourcing	Direct sourcing refers to enterprises' sourcing of candidates by reaching out to them directly, instead of relying on third-party staffing agencies. In direct sourcing, enterprise emphasizes taking a talent-centric lens and leveraging its employer brand and digital and data-driven approaches to create, curate, acquire, and engage talent pools.	Staff augmentation	Staff augmentation involves enterprise sourcing temporary workers through a staffing agency to meet specific business needs. In this arrangement, the staffing agency serves as the legal employer, handling payroll, benefits, and other employment-related responsibilities, while the temporary employee works under the direction of the client organization.
Independent contractors/freelancers	An independent contractor, or freelancer, is a self-employed individual who provides services to another entity under a contractual agreement. Unlike permanent or temporary employees, independent contractors do not have a legal employer, and therefore, the contracting organization has limited or no control over how the work is performed and is not obligated to provide traditional employee benefits.	SOW	A Statement of Work (SOW) is a formal document that outlines the specific tasks, deliverables, timelines, and conditions of a project or service engagement between an enterprise and a service provider or an independent contractor. In some cases, the term SOW is used more broadly to refer to services procurement.
HRIS/HCM	A Human Resources Information System or Human Resource Management System helps companies manage and automate core HR processes, such as payroll, time tracking, and the administration of employee benefits.	Temporary worker	A temporary worker is hired for a specified duration to fulfill the specific needs of an organization. These workers can be either directly sourced by the organization or sourced through a staffing agency.
Managed spend / Spend under management	Managed spend refers to the expenditure incurred by a company to procure services (and goods) and is actively managed by the MSP or PO provider.	Total talent	Total talent denotes an integrated view and the adoption of common strategies and technologies to attract, nurture, hire, and manage permanent and contingent talent holistically.
MSP	Managed Service Provider (MSP) is the transfer of ownership of all or a part of the management of an organization's contingent/temporary staffing activities on an ongoing basis.	VMS	Vendor Management System is a software application that helps manage and procure contingent labor through talent suppliers.

Stay connected

Dallas (Headquarters)

info@everestgrp.com

+1-214-451-3000

Bangalore

india@everestgrp.com

+91-80-61463500

Delhi

india@everestgrp.com

+91-124-496-1000

London

unitedkingdom@everestgrp.com

+44-207-129-1318

Toronto

canada@everestgrp.com

+1-214-451-3000

Website

everestgrp.com

Blog

everestgrp.com/blog

Follow us on



Everest Group is a leading research firm helping business leaders make confident decisions. We guide clients through today's market challenges and strengthen their strategies by applying contextualized problem-solving to their unique situations. This drives maximized operational and financial performance and transformative experiences. Our deep expertise and tenacious research focused on technology, business processes, and engineering through the lenses of talent, sustainability, and sourcing delivers precise and action-oriented guidance. Find further details and in-depth content at www.everestgrp.com.

Notice and disclaimers

Important information. Please read this notice carefully and in its entirety. By accessing Everest Group materials, products or services, you agree to Everest Group's Terms of Use.

Everest Group's Terms of Use, available at www.everestgrp.com/terms-of-use, is hereby incorporated by reference as if fully reproduced herein. Parts of the Terms of Use are shown below for convenience only. Please refer to the link above for the full and official version of the Terms of Use.

Everest Group is not registered as an investment adviser or research analyst with the U.S. Securities and Exchange Commission, the Financial Industry Regulation Authority (FINRA), or any state or foreign (non-U.S.) securities regulatory authority. For the avoidance of doubt, Everest Group is not providing any advice concerning securities as defined by the law or any regulatory entity or an analysis of equity securities as defined by the law or any regulatory entity. All properties, assets, materials, products and/or services (including in relation to gen AI) of Everest Group are provided or made available for access on the basis such is for informational purposes only and provided "AS IS" without any warranty of any kind, whether express, implied, or otherwise, including warranties of completeness, accuracy, reliability, noninfringement, adequacy, merchantability or fitness for a particular purpose. All implied warranties are disclaimed to the extent permitted by law. You understand and expressly agree that you assume the entire risk as to your use and any reliance upon such.

Everest Group is not a legal, tax, financial, or investment adviser, and nothing provided by Everest Group is legal, tax, financial, or investment advice. Nothing Everest Group provides is an offer to sell or a solicitation of an offer to purchase any securities or instruments from any entity. Nothing from Everest Group may be used or relied upon in evaluating the merits of any investment. Do not base any investment decisions, in whole or part, on anything provided by Everest Group.

Everest Group materials, products and/or services represent research opinions or viewpoints, not representations or statements of fact. Accessing, using, or receiving a grant of access to Everest Group materials, products and/or services does not constitute any recommendation by Everest Group to (1) take any action or refrain from taking any action or (2) enter into a particular transaction. Nothing from Everest Group will be relied upon or interpreted as a promise or representation as to past, present, or future performance of a business or a market. The information contained in any Everest Group material, product and/or service is as of the date prepared and Everest Group has no duty or obligation to update or revise the information or documentation.

Everest Group collects data and information from sources it, in its sole discretion, considers reliable. Everest Group may have obtained data or information that appears in its materials, products and/or services from the parties mentioned therein, public sources, or third-party sources, including data and information related to financials, estimates, and/or forecasts. Everest Group is not a certified public accounting firm or an accredited auditor and has not audited financials. Everest Group assumes no responsibility for independently verifying such information.

Companies mentioned in Everest Group materials, products and/or services may be customers of Everest Group or have interacted with Everest Group in some other way, including, without limitation, participating in Everest Group research activities.

