Manage External Workforce with SAP Fieldglass

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CGI

Introduction

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Agenda

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Implementation, Timelines and Lessons Learned

SAP Fieldglass – Vendor Mangement System

Contingent Workforce	Services (SOW)	Assignement Management	Profile Worker

| Build and Manage External Workforce | Covers all Statements of work activities from the bid to the agreement closing | Manage Work assignation to get easier and faster delivery | Track workers outside of job posting, work order, or SOW for complete workforce headcount |

External Workforce, what does it mean?

Out-sourced

Non-full time

Non-payroll workers

Consultants

Gig workers

Freelancers

On-call workers

Contract firm Workers

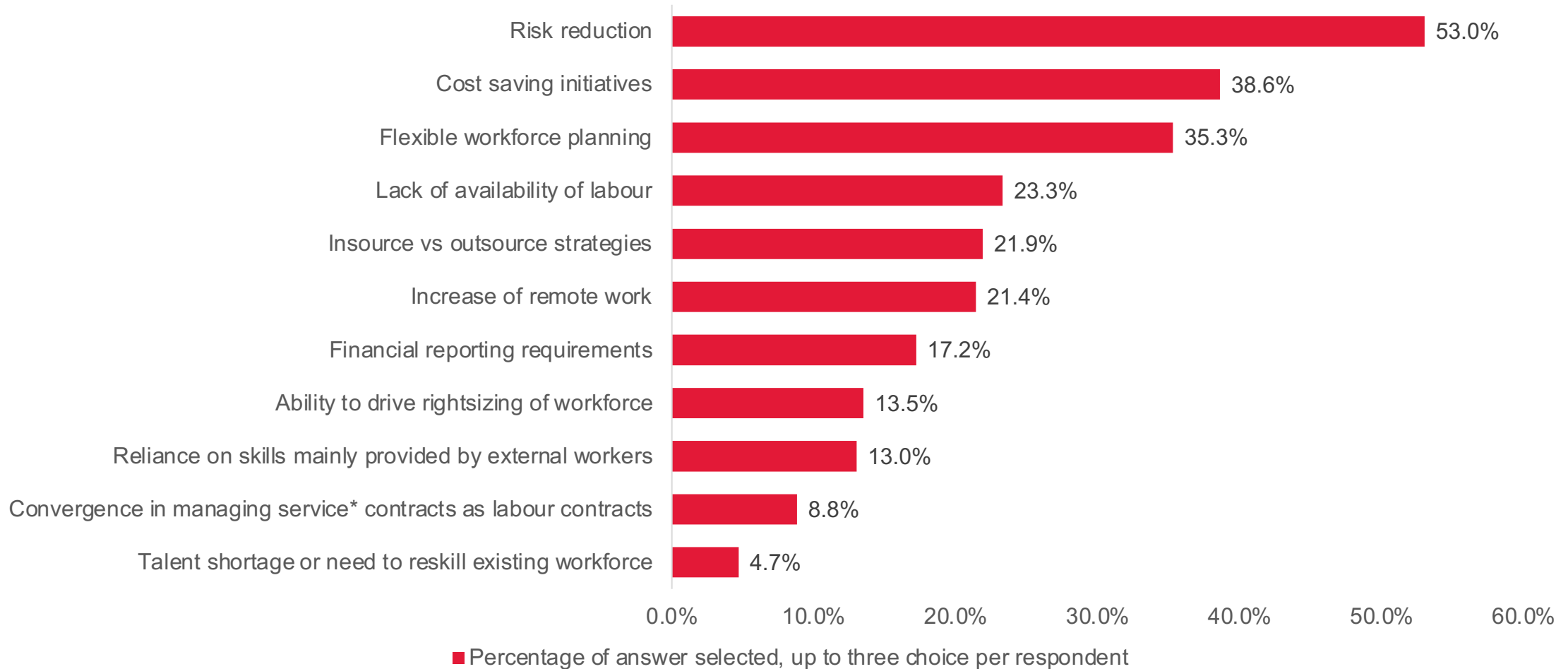Temporary Workers

SOW service providers

A-typical workers

Independent contractors

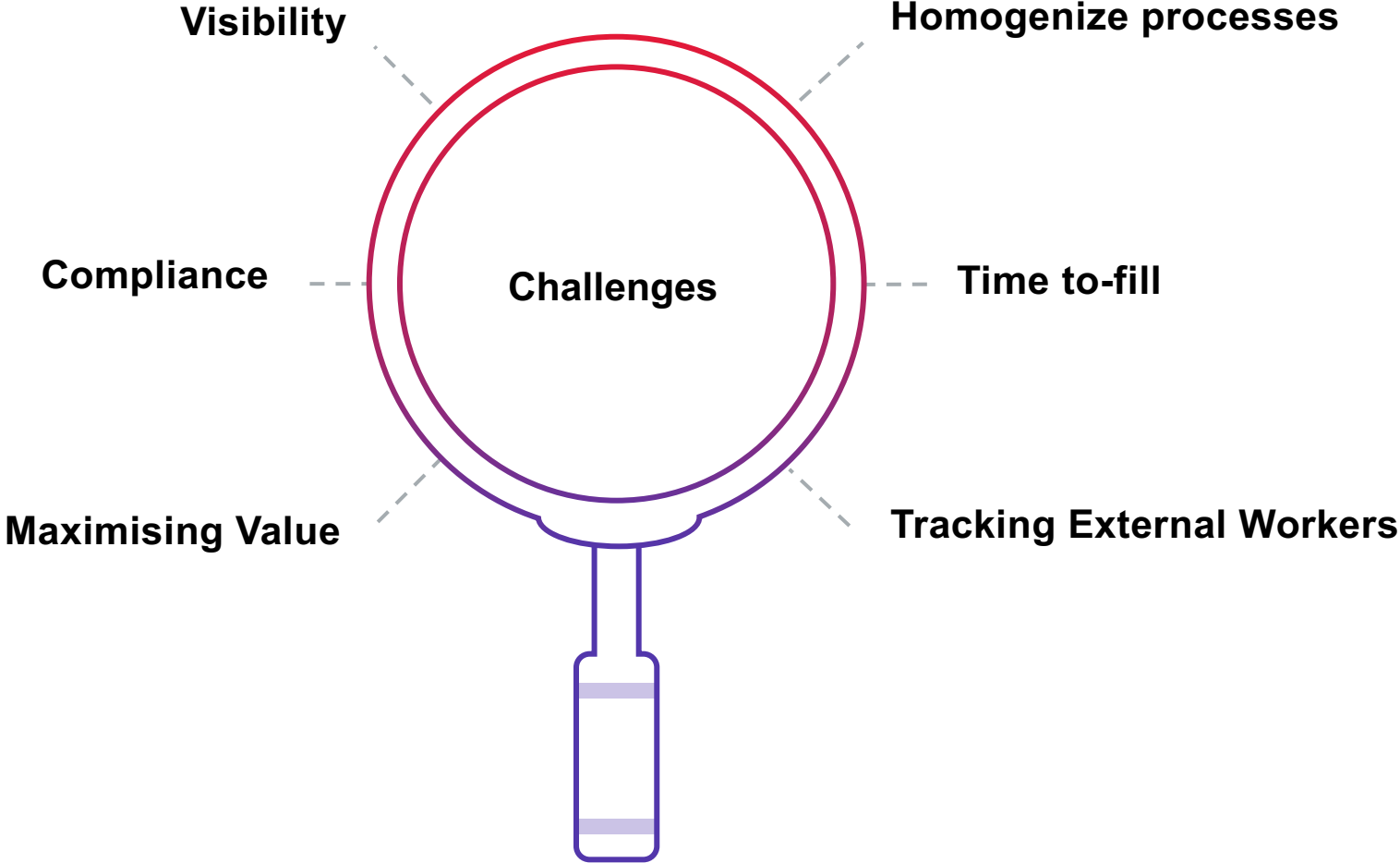Contingent workers   Service procurement

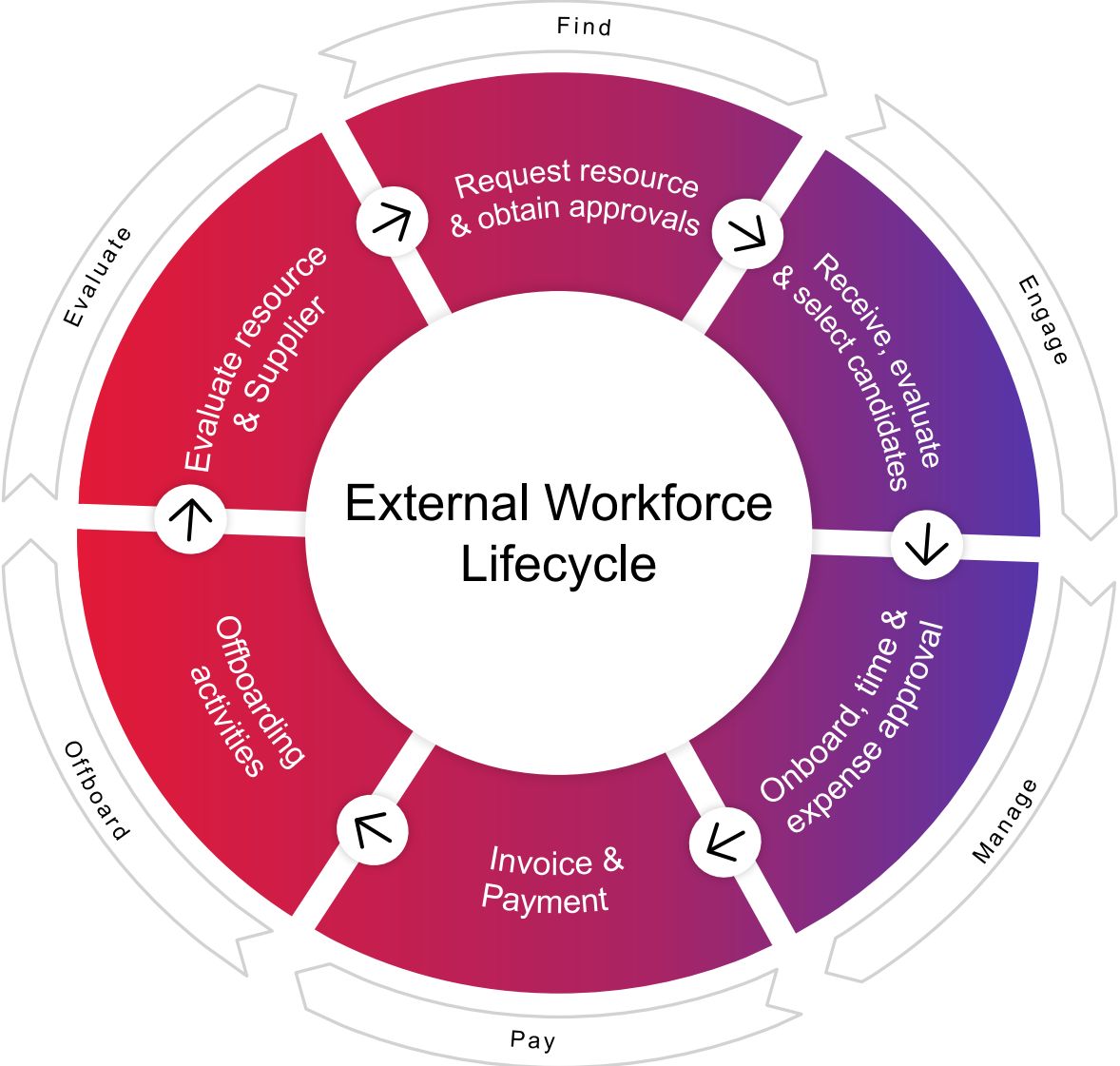# Top reasons organizations are increasing the use of their external workforce

Reason	Percentage
Risk reduction	53.0%
Cost saving initiatives	38.6%
Flexible workforce planning	35.3%
Lack of availability of labour	23.3%
Insource vs outsource strategies	21.9%
Increase of remote work	21.4%
Financial reporting requirements	17.2%
Ability to drive rightsizing of workforce	13.5%
Reliance on skills mainly provided by external workers	13.0%
Convergence in managing service* contracts as labour contracts	8.8%
Talent shortage or need to reskill existing workforce	4.7%

■ Percentage of answer selected, up to three choice per respondent

External

External Workforce – Today's Challenges

Visibility

Homogenize processes

Compliance

Challenges

Time to-fill

Maximising Value

Tracking External Workers

External Workforce Management Lifecycle

External Workforce Lifecycle

Find

Request resource & obtain approvals

Engage

Receive, evaluate & select candidates

Manage

Onboard, time & expense approval

Pay

Invoice & Payment

Offboard

Offboarding activities

Evaluate

Evaluate resource & Supplier

Key Benefits of SAP Fieldglass
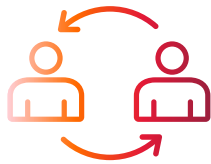
Automate and streamline your organization's entire process from procuring, managing to pay external labor

Gain Visibility to help reduce costs, enforce compliance, improve decision making and increase efficiency
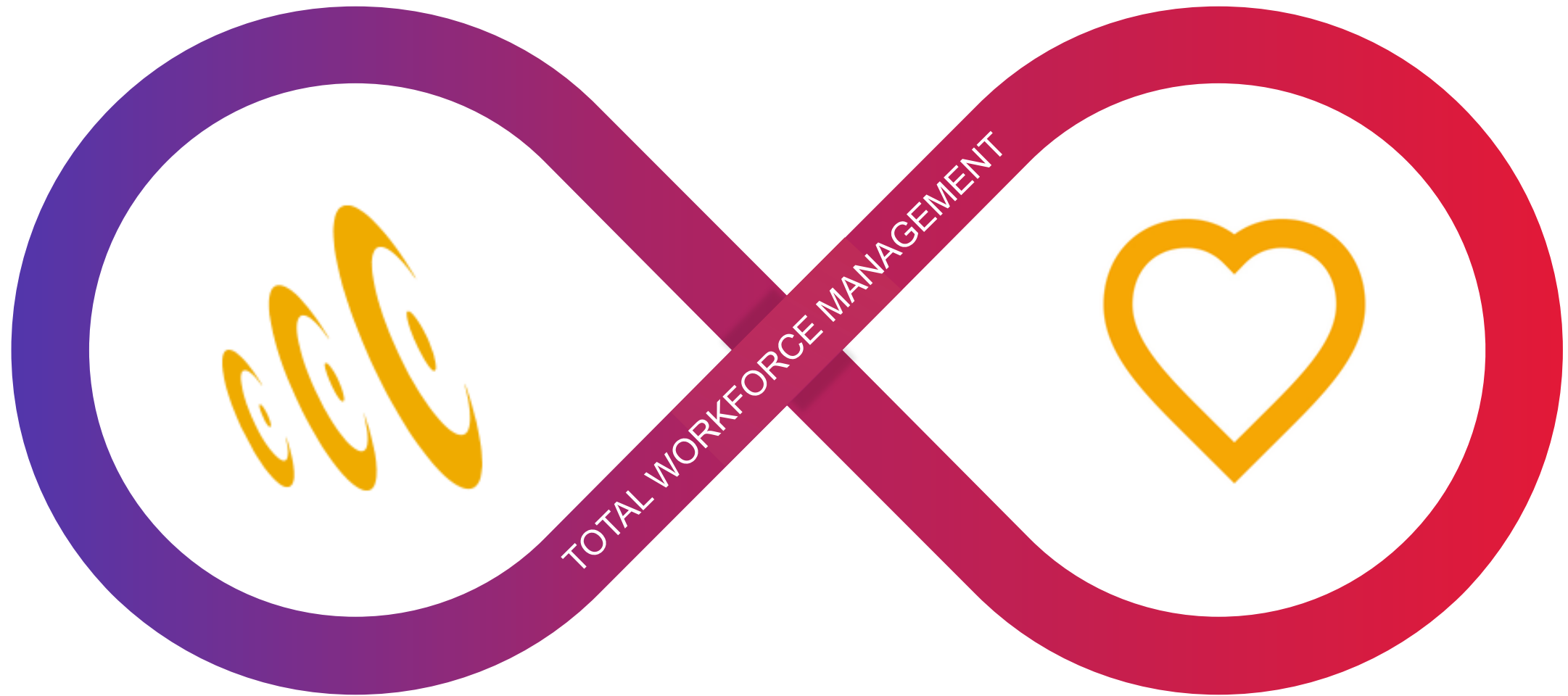
Mitigate risk and ensure safety and security protocols conformity

Integrate with a wide variety of enterprise and self-developed applications and of course includes native integration with SAP.

Total Workforce Management

TOTAL WORKFORCE MANAGEMENT

Integrations

- SAP Ariba Cloud Integration Gateway

- CPI iFlows

- Web Services (Supports Rest and SOAP)

- SAP Business Technology Platform (BTP)

- Standard Connectors

- SFPT

SAP SuccessFactors

SAP Ariba

SAP Business Network

SAP S/4 HANA

SAP Business Planning & Consolidation

opentext | VIM

and more!

Greenfield and Brownfield Implementations

Net new or Greenfield Implementation:
Installation of SAP Fieldglass without paying attention to existing workers, profiles,
and other details. It assumes that the company doesn't have a base of workers and offers a
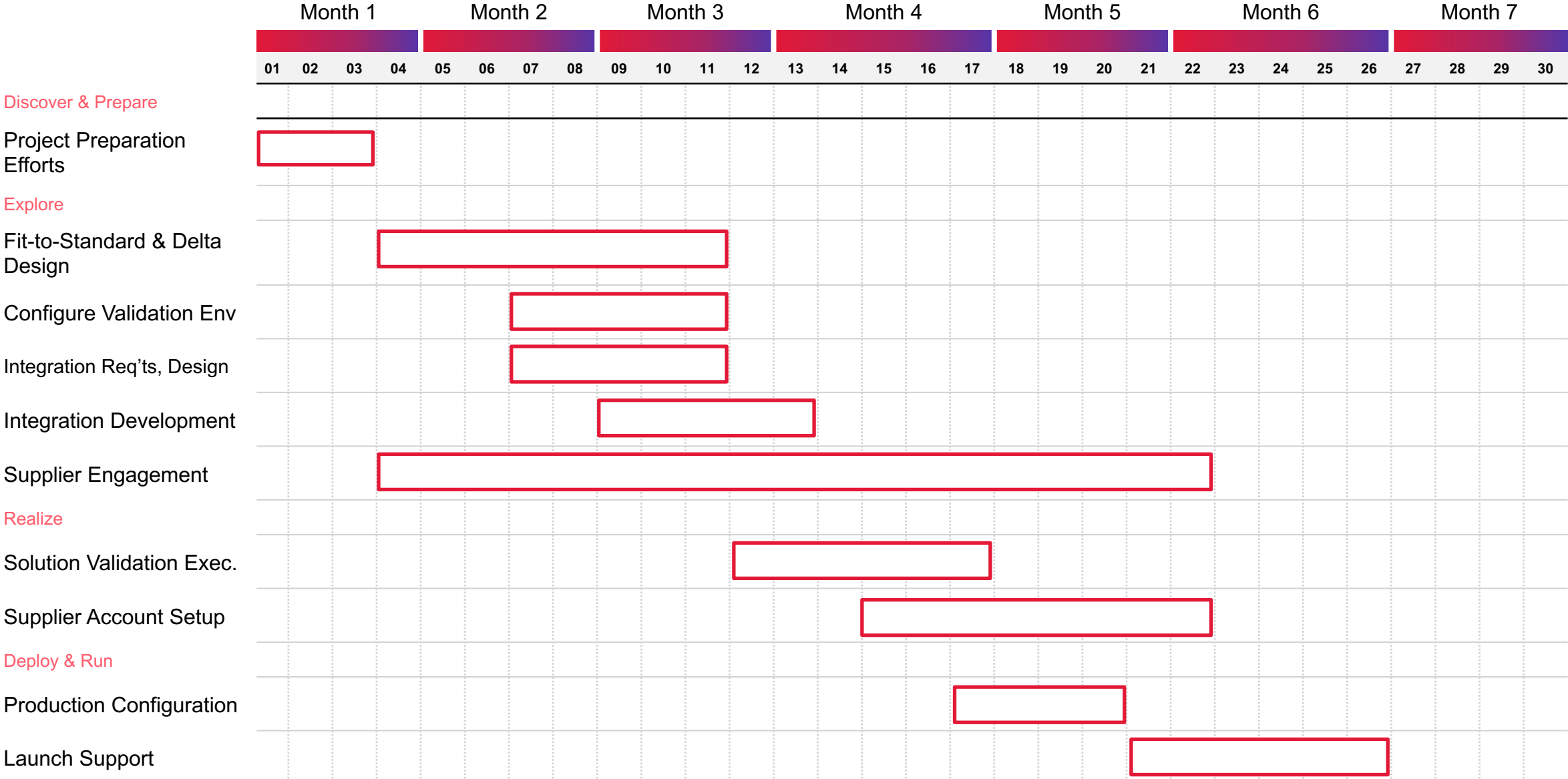solution to keep track of that data.
This approach means entering data into worker profiles from scratch.
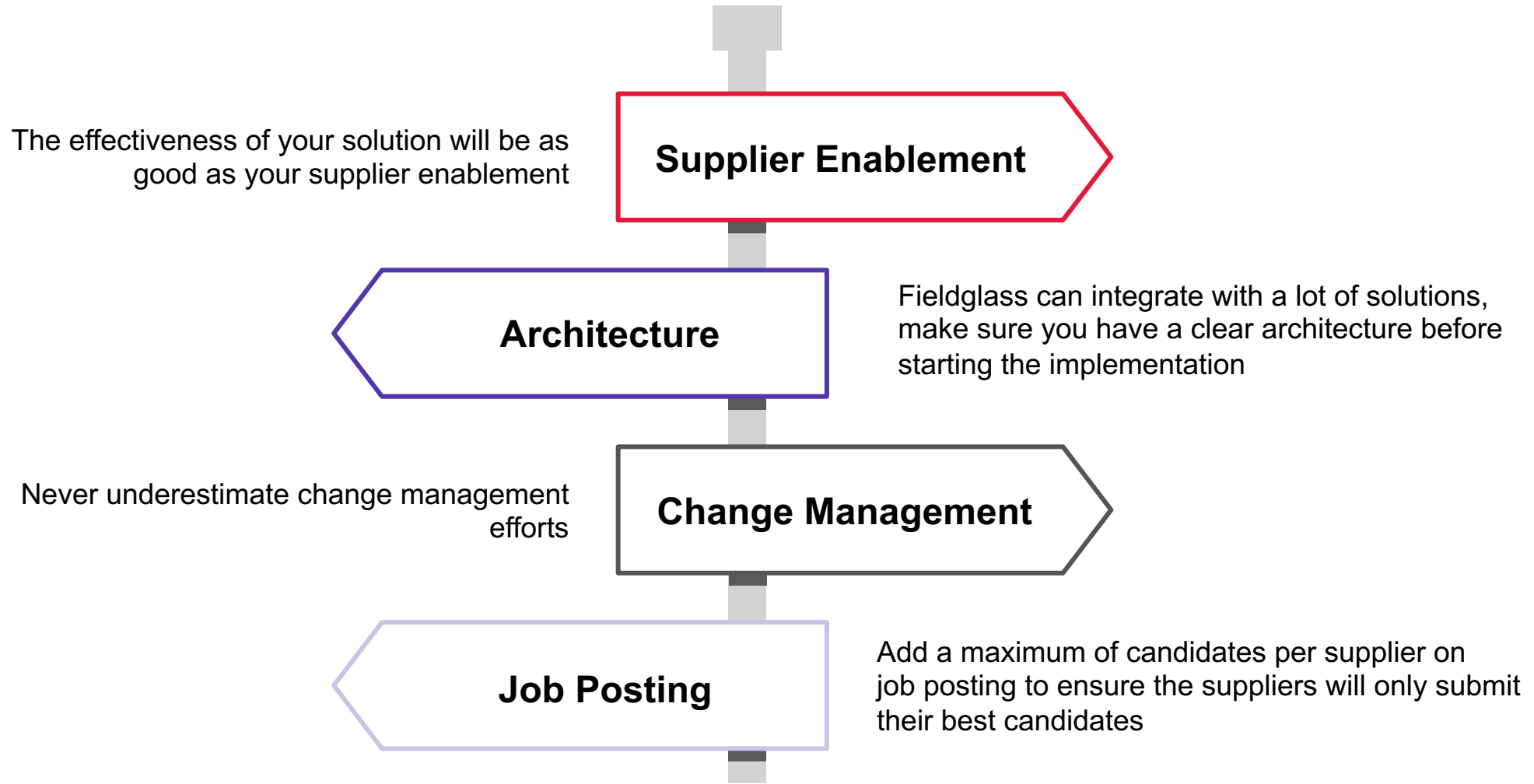
A migration or brownfield implementation
Installation migrates data from an existing worker management platform. Unfortunately,
the current data needs to be converted before it can be migrated onto the new platform.
This migration process will take time, as data must be converted from the existing system
to SAP Fieldglass.

External

Typical SAP Fieldglass Implementation Timeline

Lessons Learned and Best Practice

The effectiveness of your solution will be as good as your supplier enablement

Supplier Enablement

Fieldglass can integrate with a lot of solutions, make sure you have a clear architecture before starting the implementation

Architecture

Never underestimate change management efforts

Change Management

Add a maximum of candidates per supplier on job posting to ensure the suppliers will only submit their best candidates

Job Posting

Appendix

Improving Statements of work tracking and management

SAP Fieldglass Deployment

Our client's goal was to acquire a solution to help monitoring the work on their construction projects and track. They were experiencing strong delays in invoice payment after deliverable completion and lacking visibility in project progression.

With the help of CGI, the client deployed an optimize SAP Fieldglass solution with the ability to have a better view on their committed spend, real spend and accruals. Also, with SAP Fieldglass SOW module, we were able to streamline and accelerate their invoicing process. Joint Project and Steering Committee were created to track interdependent projects and initiatives. Strict scope controls were in place to ensure price certainty.

Value delivered

- Project monitoring improvements

- Faster SOW Invoice Payment

- SOW lifecycle management (creation, approvals, revision, closure)

- Increased visibility on SOW progression on both client and supplier end.

Highly successful deployment with no major incidents. All teams were highly coordinated and worked successfully together. Project was completed on time, on budget and with a high degree of customer satisfaction.

SAP Fieldglass Deployment – Statements of Work module

Country: Canada
Industry: Energy & Utilities

Contact

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