



# Vendor Management System (VMS) PEAK Matrix<sup>®</sup> Assessment 2024

May 2024: Complimentary Abstract / Table of Contents

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MATRIX<sup>®</sup>

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- ▶ Insurance Technology (InsurTech)
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- ▶ Intelligent Document Processing
- ▶ Interactive Experience (IX) Services
- ▶ IT Services Excellence
- ▶ IT Talent Excellence
- ▶ Life Sciences Business Process
- ▶ Life Sciences Commercial Technologies
- ▶ Life Sciences Information Technology
- ▶ Locations Insider™
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- ▶ Market Vista™
- ▶ Microsoft Azure
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- ▶ Multi-country Payroll
- ▶ Network Services and 5G
- ▶ Oracle Services
- ▶ Outsourcing Excellence
- ▶ Payer and Provider Business Process
- ▶ Payer and Provider Information Technology
- ▶ Price Genius – AMS Solution and Pricing Tool
- ▶ Pricing Analytics as a Service
- ▶ Process Intelligence
- ▶ Process Orchestration
- ▶ Procurement and Supply Chain
- ▶ Recruitment
- ▶ Retail and CPG IT Services
- ▶ Retirement Technologies
- ▶ Revenue Cycle Management
- ▶ Rewards and Recognition
- ▶ SAP Services
- ▶ Service Optimization Technologies
- ▶ Software Product Engineering Services
- ▶ Supply Chain Management (SCM) Services
- ▶ Sustainability Technology and Services
- ▶ Talent Genius™
- ▶ Technology Skills and Talent
- ▶ Trust and Safety
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# Contents

<b>5</b>	<b>Introduction and overview</b>	<b>27</b>	<b>North America VMS PEAK Matrix® characteristics</b>
6	Research methodology	28	Everest Group PEAK Matrix for North America VMS
7	Background of the research	29	Star Performers capability overview
8	Understanding Vendor Management System (VMS)	31	Provider capability summary dashboard
9	VMSs evolving as enablers of end-to-end contingent talent acquisition	<b>35</b>	<b>EMEA VMS PEAK Matrix® characteristics</b>
10	VMSs evolving as enablers of Total Talent Management (TTM)	36	Everest Group PEAK Matrix for EMEA VMS
11	Source of research	37	Star Performers capability overview
<b>12</b>	<b>Summary of key messages</b>	38	Provider capability summary dashboard
13	Summary of VMS PEAK Matrix® Assessment 2024 - Global	<b>41</b>	<b>Competitor overview</b>
14	Summary of VMS PEAK Matrix® Assessment 2024 – North America	42	VMS provider landscape
15	Summary of VMS PEAK Matrix® Assessment 2024 - EMEA	43	VMS landscape by geography
<b>16</b>	<b>Global VMS PEAK Matrix® characteristics</b>	45	Major VMS providers in key countries
17	PEAK Matrix framework	46	VMS capability overview
20	Everest Group PEAK Matrix for Global VMS	48	VMS market share by Spend Under Management (SUM)
21	Star Performers capability overview	49	VMS market share by industry
23	Provider capability summary dashboard	50	VMS provider capability by job type
		51	VMS provider key investment areas

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# Contents

## 52 Enterprise sourcing considerations

53	3 Story Software
56	b4health
59	Beeline
62	Connecting-Expertise
64	Conexis
66	DirectSkills
68	ELEVATE
71	Eqip
74	Magnit
77	Medefis
79	Nétive VMS
82	Pixid
85	Prosperix
88	SAP Fieldglass
91	ShiftWise Flex
94	SimpleVMS
96	SimplifyVMS
99	Stafferlink
101	TalentNow
103	VectorVMS
106	Workday VNDLY
109	Worksuite

## 111 Appendix

112	Glossary
113	Research calendar

# Background of the research

Vendor Management Systems (VMSs) continue to be an important technology solution as more 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 services 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 investing in increasing the breadth and depth of their functionalities/offerings, enhancing the User Interface / User Experience (UI/UX) of the solution, and providing a mobile-enabled solution for their clients. Additionally, they are enhancing integration capabilities to create end-to-end ecosystems and investing in next-generation technologies such as automation and generative AI.

In this report, we analyze the VMS technology landscape across various dimensions:

- Everest Group's PEAK Matrix® evaluation, a comparative assessment of 22 leading VMS providers
- Competitive landscape in the VMS technology provider market
- Remarks on key strengths and areas of improvement for each VMS provider
- Assessment of VMS capabilities

## Scope of this report

**Geography:** Global

**Industry:** All industries

**Products:** Vendor Management System (VMS)

## Overview and abbreviated summary of key messages (page 1 of 2)

This report examines the dynamics of the global, North America, and EMEA VMS provider landscape. This report uses Everest Group's proprietary PEAK Matrix® framework to evaluate VMS provider's capabilities across two key dimensions – market impact, and vision & capability. It also includes competitive landscape and market share analysis; an assessment of the providers' key strengths, areas of improvement, and VMS capabilities

### Some of the findings in this report, among others, are:

#### Everest Group VMS PEAK Matrix 2024 - Global

- Everest Group classifies 22 VMS providers on the Everest Group Products PEAK Matrix® into the three categories of Leaders, Major Contenders, and Aspirants:
  - **Leaders:** Beeline, Magnit, SAP Fieldglass, SimplifyVMS, and Workday VNDLY
  - **Major Contenders:** 3 Story Software (3SS), b4health, Connecting-Expertise, DirectSkills, ELEVATE, Equip, Medefis, Nétive VMS, Pixid, Prosperix, SimpleVMS, ShiftWise Flex, and VectorVMS
  - **Aspirants:** Conexis, StafferLink, TalentNow, and Worksuite

#### Everest Group VMS PEAK Matrix 2024 – North America

- Everest Group classifies 17 VMS providers on the Everest Group Products PEAK Matrix into the three categories of Leaders, Major Contenders, and Aspirants:
  - **Leaders:** Beeline, Magnit, SAP Fieldglass, SimplifyVMS, and Workday VNDLY
  - **Major Contenders:** b4health, Conexis, ELEVATE, Medefis, Prosperix, SimpleVMS, ShiftWise Flex, StafferLink, and VectorVMS
  - **Aspirants:** 3 Story Software (3SS), TalentNow, and Worksuite

#### Everest Group VMS PEAK Matrix 2024 – EMEA

- Everest Group classifies 13 VMS providers on the Everest Group Products PEAK Matrix® into the three categories of Leaders, Major Contenders, and Aspirants:
  - **Leaders:** Beeline, Magnit, Nétive VMS, and SAP Fieldglass
  - **Major Contenders:** 3 Story Software (3SS), Connecting-Expertise, DirectSkills, Equip, Nétive VMS, Pixid, SimplifyVMS, and Workday VNDLY
  - **Aspirants:** VectorVMS and Worksuite

## Overview and abbreviated summary of key messages (page 2 of 2)

This report examines the dynamics of the global, North America, and EMEA VMS provider landscape. This report uses Everest Group's proprietary PEAK Matrix® framework to evaluate VMS provider's capabilities across two key dimensions – market impact, and vision & capability. It also includes competitive landscape and market share analysis; an assessment of the providers' key strengths, areas of improvement, and VMS capabilities

### **Some of the findings in this report, among others, are:**

#### **Insights on competitive landscape**

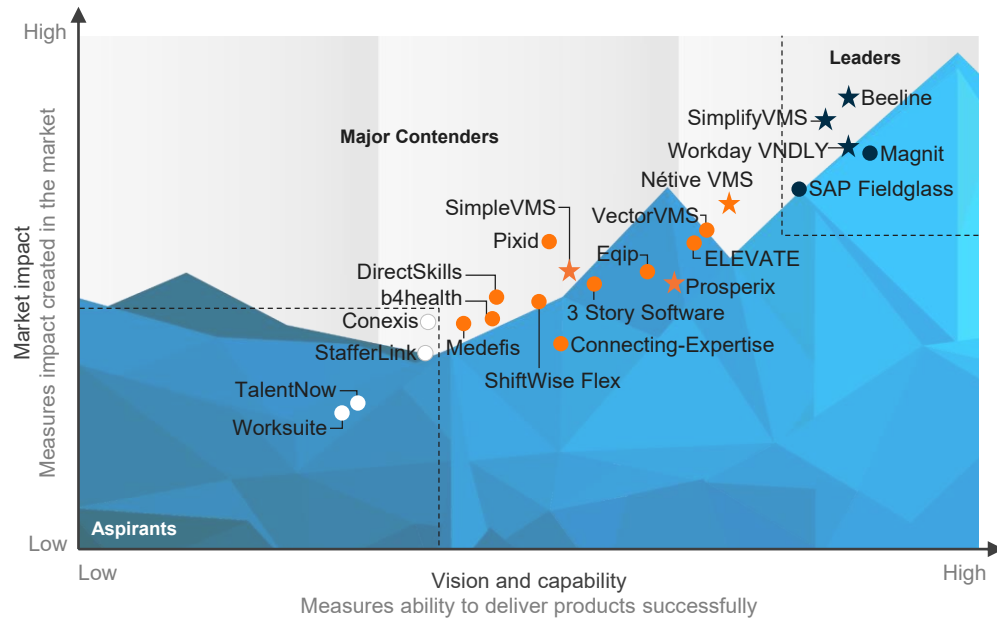
- Everest Group VMS PEAK Matrix Assessment 2024 is one of the most comprehensive VMS product evaluations in the industry covering 22 VMSs from varied backgrounds. Providers have been classified as Pure-play VMS, Staffing / MSP affiliated, and Enterprise software provider affiliated (ERP, HR, etc.)
- VMSs are evolving beyond traditional temporary labor management (staff augmentation) and in other contingent workforce areas; however, the focus and maturity of VMSs varies significantly
- The VMS market landscape is fast evolving owing to increased adoption across industries, geographies, and relatively untapped segments such as mid-market
- Dedicated VMSs address the healthcare industry's specific requirements, whereas other providers focus on multiple industries and job types (blue collar and white collar)

# This study offers distinct chapters providing a deep dive into key aspects of global VMS market; below are three charts to illustrate the depth of the report

## Everest Group PEAK Matrix® Assessment 2024

### Everest Group Vendor Management System (VMS) PEAK Matrix® Assessment 2024 – Global<sup>1,2,3,4</sup>

● Leaders ● Major Contenders ○ Aspirants ☆ Star Performers



1 Assessment for Connecting-Expertise, SAP Fieldglass, TalentNow, and Worksuite 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  
 2 Connecting-Expertise and Pixid Group are both part of Pixid Group, both brands continue to operate and go to market separately, 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, and StafferLink  
 4 Some of the other major VMS players such as Coupa and SmartERP are not positioned on the PEAK Matrix® due to a lack of sufficient data  
 Source: Everest Group (2024)

## Capability assessment

### Illustrative example

Measure of capability: ○ Low ● High

Providers	Market impact				Vision and capability				
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Emerging/differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
Provider 1	●	●	●	●	●	●	●	●	●
Provider 2	●	○	●	●	●	○	●	○	●
Provider 3	●	●	●	●	●	●	●	●	●
Provider 4	○	○	●	●	○	○	●	○	●
Provider 5	●	●	●	●	●	●	●	●	●
Provider 6	○	○	●	○	●	○	○	○	○

## Everest Group's remarks on providers

### Illustrative example

Measure of capability: ○ Low ● High

Market impact				Vision and capability				
Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Emerging/differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
○	○	○	○	○	○	○	○	○

### Strengths

- XYZ is a North America based contingent workforce technology solutions provider. Its VMS supports temporary labor management, services procurement / SOW, and Independent Contractors (ICs) / freelancer management
- It leverages partnerships with several MSPs and staffing players as a go-to-market strategy

### Limitations

- XYZ focuses exclusively on the North American market and has a limited presence in other regions
- It has limited experience in managing large-size programs. Thus, clients wishing to manage a large spend should carefully evaluate the breadth and depth of its capabilities

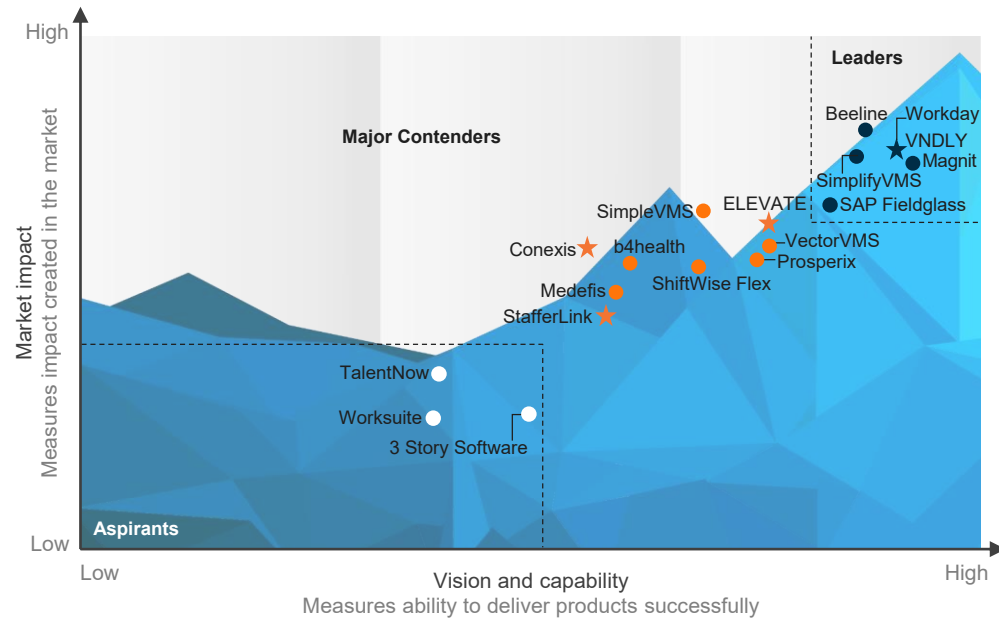


# This study offers distinct chapters providing a deep dive into key aspects of North America VMS market; below are three charts to illustrate the depth of the report

## Everest Group PEAK Matrix® Assessment 2024

### Everest Group Vendor Management System (VMS) PEAK Matrix® Assessment 2024 – North America<sup>1,2,3</sup>

● Leaders ● Major Contenders ○ Aspirants ☆ Star Performers



1 Assessment for SAP Fieldglass, TalentNow, and Worksuite 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  
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Provider 2	●	○	●	●	●	○	●	○	●
Provider 3	●	●	●	●	●	●	●	●	●
Provider 4	○	○	●	●	○	○	●	●	●
Provider 5	●	●	●	●	●	●	●	●	●
Provider 6	○	○	●	○	●	○	○	●	○

## Everest Group's remarks on providers

Illustrative example

Measure of capability: ○ Low ● High

Market impact				Vision and capability				
Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Emerging/differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
○	●	●	●	●	○	○	○	●

### Strengths

- XYZ is one of the largest providers in North America with strong delivery capability and experience in managing temporary and services procurement across industries and job families
- It offers a native mobile application and supports personas such as managers, workers, and suppliers

### Limitations

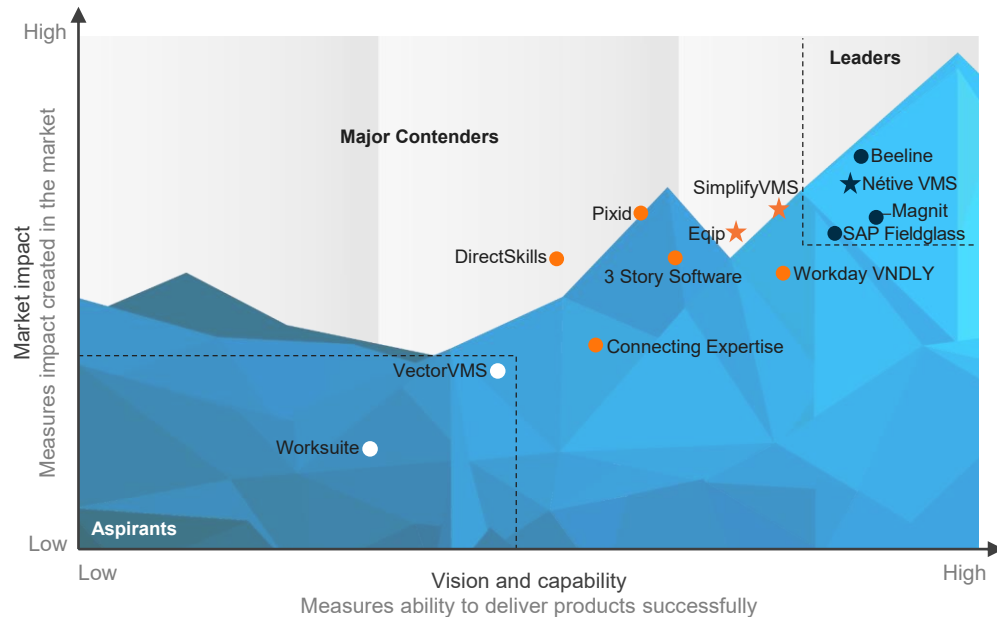
- It integrates with HCM, P2P, and multiple other platforms; however, it lacks integrations with FMS and SOW-related tools
- It has deployed instances in many countries, prospective clients need to evaluate the extent of localization with their country's regulations and requirements

# This study offers distinct chapters providing a deep dive into key aspects of EMEA VMS market; below are three charts to illustrate the depth of the report

## Everest Group PEAK Matrix® Assessment 2024

### Everest Group Vendor Management System (VMS) PEAK Matrix® Assessment 2024 – EMEA<sup>1,2,3</sup>

● Leaders ● Major Contenders ○ Aspirants ☆ Star Performers



1 Assessment for Connecting-Expertise, SAP Fieldglass, TalentNow, and WorkSuite 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  
 2 Connecting-Expertise and Pixid VMS are both part of Pixid Group, both brands continue to operate and go to market separately, hence they have been positioned accordingly  
 3 Some of the other major VMS players such as Coupa and SmartERP are not positioned on the PEAK Matrix® due to a lack of sufficient data  
 Source: Everest Group (2024)

## Capability assessment

Illustrative example

Measure of capability: ○ Low ● High

Providers	Market impact				Vision and capability				
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Emerging/differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
Provider 1	●	●	●	●	●	●	●	●	●
Provider 2	●	○	●	●	●	○	●	○	●
Provider 3	●	●	●	●	●	●	●	●	●
Provider 4	○	○	●	●	○	○	●	●	●
Provider 5	●	●	●	●	●	●	●	●	●
Provider 6	○	○	●	○	●	○	○	●	○

## Everest Group's remarks on providers

Illustrative example

Measure of capability: ○ Low ● High

Market impact				Vision and capability				
Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Emerging/differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
○	○	○	○	○	○	○	○	○

### Strengths

- XYZ supports multiple countries with local compliance, tax rules, and languages
- Clients seeking a VMS provider that serves Europe's local requirements will find XYZ's offerings compelling

### Limitations

- XYZ only has experience in managing small clients and lacks experience in managing midsize and large clients
- It currently has limited functionalities to support direct sourcing and talent pooling for its clients

# Research calendar

## Contingent Workforce Management

	Published	Current release	Planned
Reports title	Release date		
Vendor Management Systems (VMS) – Technology Provider Compendium 2023			August 2023
Contingent Workforce Management (CWM) / Managed Service Provider (MSP) and Services Procurement / SOW PEAK Matrix® Assessments 2023			August 2023
CWM / MSP and Services Procurement / SOW – Service Provider Compendium 2023 Updated			October 2023
Aligning Stakeholders and Technology in Contingent Workforce Management (CWM)			October 2023
Contingent Workforce Management (CWM) and Vendor Management System (VMS) State of the Market 2023 – Adapting to the Ever-evolving Economic and Business Environment			January 2024
Avionté Acquires SimpleVMS: Forging an End-to-end Integrated Platform for Contingent Talent Acquisition and Management			January 2024
Steering into the Wind: Future-proofing Your Talent Strategy for the BFSI Industry			March 2024
Introduction to the Skills Intelligence Technology Landscape			April 2024
The Skills Intelligence Technology Landscape: Focus on Talent Management			April 2024
The Skills Intelligence Technology Landscape: Focus on Talent Acquisition			May 2024
<a href="#">Vendor Management System (VMS) PEAK Matrix® Assessment 2024</a>			<a href="#">May 2024</a>
Steering into the Wind: Future-proofing Your Talent Strategy for the IT and Tech Industry			May 2024
Vendor Management System (VMS) - Profile Compendium 2024			Q2 2024
Contingent Workforce Management (CWM) / Managed Service Provider (MSP) and Services Procurement / Statement of Work (SOW) PEAK Matrix® Assessments 2024			Q2 2024
Contingent Workforce Management and Statement of Work Service Provider Profile Compendium 2024			Q3 2024
Contingent Workforce Management (CWM) and Vendor Management System (VMS) State of the Market 2024			Q3 2024

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