



AI-Powered Total Talent Platform

CASE STUDY

ProcureWise and Ceipal, the industry's **only AI-powered** unified total talent platform, have teamed up to provide vendor management and applicant tracking technology to a U.S.-based **global enterprise solution provider.**



CLIENT TYPE
Solution Provider



CLIENT SIZE
2,200 U.S. Employees



CLIENT REVENUE
\$120 Million

Background

Our client, a \$120 million U.S.-based global enterprise solution provider with 2,200 employees, offers a wide range of IT consulting, staffing, and managed service provider (MSP) services. On-demand access to talent and effective management of flexible workforce is vital to their success. Realizing a critical need for both world-class applicant tracking and vendor management technology, the client turned to ProcureWise, a Ceipal VMS platform, and the industry's only AI-powered unified total talent platform.

"The scope and scale of this global enterprise solution provider demonstrate a compelling use case for the ProcureWise solution for staffing firms and MSPs."

Sameer Penakalapati
CEO, ProcureWise

**Effective
talent
acquisition
& vendor management**

is critical to their success.

Complex Problem

The organization was using disparate systems and manual processes for talent acquisition and sub-supplier management – including job posting and distribution, candidate sourcing and evaluation, onboarding, workforce management, and supplier governance. Inefficient processes for project resourcing and staffing for clients was a drain on recruiter productivity and cost time and money. Inconsistent processes with suppliers, from “req to check”, created confusion and wasted opportunities.

The organization was using disparate systems and manual processes for talent acquisition which caused inefficiencies and confusion.

Lacking relevant real-time reporting, business analytics, and actionable insights, it was difficult to measure and improve recruiting productivity and supplier performance and drive better decision-making. Human and financial resources were strained by recruiting costs and the enormous time wasted on administrative tasks. Project resourcing, placements, and revenue were at risk. The organization sought to digitally transform the entire recruiting and supplier management process but had been unable to find a unified platform that offered a total talent solution or a service provider that could support their unique global business needs for talent.

Operational challenges were significant, given the client's operations across eight countries, serving more than 100 Fortune 500®/Global 2000® clients, and managing thousands of talent requirements annually through more than 400 internal recruiters and 70 suppliers. Moreover, the implementation had to be planned and transition executed without business disruption to our client and their clients, with minimal time and cost to implement.

Seamless Solution

ProcureWise designed and deployed a seamless solution to recruiters, account managers, program teams, suppliers, and other stakeholders of the firm without disruption to existing business activities and processes. Tailor-fit to the client, the solution integrated with other technology and tools in place, following the highest required security standards and protocols. Built in the cloud and engineered with open APIs, rapid implementation and complete integration was accomplished without lengthy IT processes or extensive costs.

Operational Challenges



8

Countries



100+

Fortune 500 &
Global 2000 Clients



400+

Recruiters



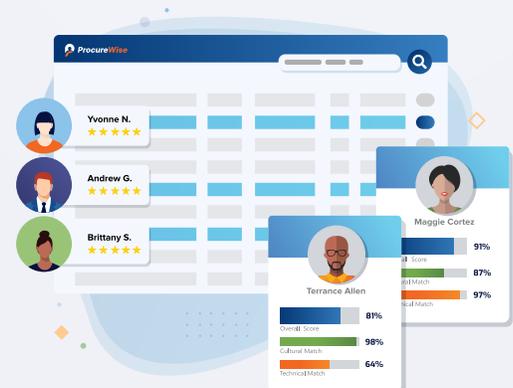
70+

Suppliers



1,000s

Requirements



Total Talent Platform

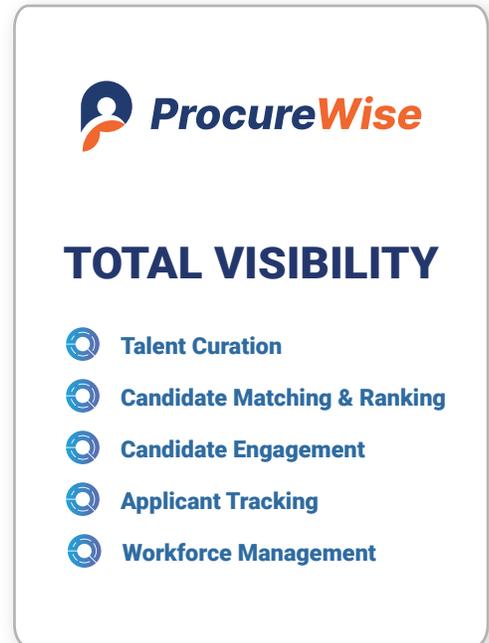
Combining advanced VMS + ATS capabilities, ProcureWise and Ceipal enabled Recruiting, Sales, Program Management, and Operations to connect with clients, suppliers, candidates, and workers, to collaborate across one, easy-to-use, AI-powered unified total talent platform. Every aspect of talent acquisition and delivery requirements for clients and projects were easily and effectively managed through the platform, as well as administration of the workforce on assignment and governance of suppliers.

Talent Container

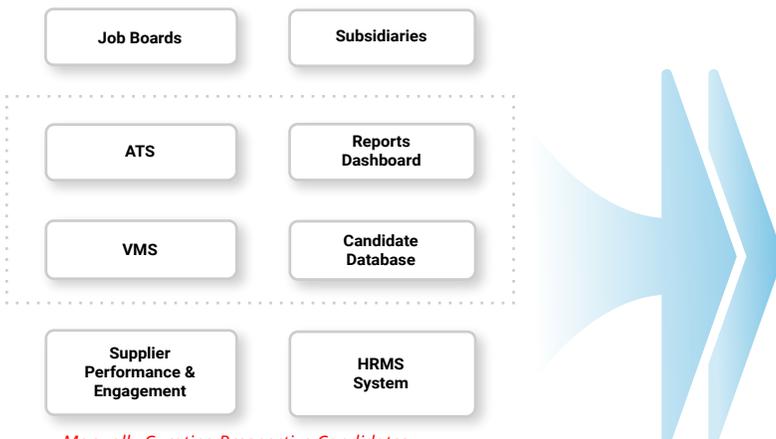
Through a combination of technology, processes, and tools, the solution included a talent container for curating candidates from hundreds of internal and external sources. This enabled the organization to instantly consolidate their candidate databases and categorize both suppliers and candidates by skills, location, and other relevant factors. Further, candidate curation was enhanced to increase the size of talent pools, identify optimal candidates through AI-powered ranking, and quickly and easily engage with both suppliers and candidates aligned to open roles to resource projects and make placements with clients.

Transformative Tools

With over 150 integrations – including recruiting, productivity, and social tools – the organization was able to digitally transform its end-to-end recruiting process internally and for contingent workforce programs under management. The firm now has a fully integrated total talent ecosystem. Intuitive and easy to use for all stakeholders. Safe, secure, and scalable, with new code and updates to continually innovate and meet ongoing and new technology needs to gain and sustain competitive advantage in their global competition for clients and constant battle for talent.



ALL SYSTEMS ARE SILOS



- Manually Curating Prospective Candidates
- No Single Candidate Data Source
- Multiple Touchpoints for Recruiters
- Lack of Visibility on Total Talent Spend
- Lack of Insights & Flexible Reporting

All-in-One Platform with Single-Point Sourcing



Business Outcomes

The ProcureWise program yielded immediate measurable business results. Process efficiencies driven by automation and AI – from one-click job postings to AI-powered candidate sourcing, ranking, screening, and selection, and automated onboarding – enabled recruiter productivity and enhanced sub-supplier engagement. Visibility into processes with advanced business intelligence through at-a-glance dashboards and analytics, provided actionable insights, data-driven decisions, and informed governance.

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Working across the seamless collaborative platform, more than 5,000 candidates from suppliers are processed annually, with significant improvements in staffing performance. The client is able to submit the first qualified candidate within four hours of receiving a requirement, and up to four qualified candidates within 24 hours. The fill rate improved dramatically, and time-to-fill was cut in half. More than 50 candidates from the client's sub-suppliers are selected and offered per month.

From the outset, efficiency gains drove drastic reductions in administrative time and significant increases in recruiter productivity. Reduced reliance on subscription-based job and resume boards and advertising drove immediate direct cost savings. Increased visibility into pricing and improved governance over suppliers drove additional cost savings. As a result, the client projects more than \$18 million of additional revenue from placements made through the ProcureWise program.

Business Impact



4 hours
Time-to-Submit



↓ 90%
Admin Burden



↑ 20%
Recruiter Productivity
Improved by 20% from original baseline



600+
Annual Placements/Offers



\$18M
Add'l Annual Revenue

"ProcureWise's extended workforce solution, which is built on a state-of-the-art, API-open technology platform, addresses enterprise requirements to source and manage staffing and non-staffing contingent workers as well as SOW-services. It provides direct sourcing capabilities, and it is aimed at "total talent" scenarios... leveraging Ceipal platform components where AI enables talent sourcing – a unique, special twist to this solution."

Research Director, Spend Matters

ProcureWise.com