ProcureWise

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 talent acquisition technology and services to one of **the world's largest systems integrators.**

CLIENT TYPE	**CLIENT SIZE**	**CLIENT REVENUE**
Systems Integrator	**120,000 Global Employees**	**$5 Billion**

Background

Our client, a $5 billion global systems integrator, provides information technology and business process outsourcing services in 90 countries around the world.

Effective management of their talent supply chain is critical to their success. Realizing a critical need for both vendor management (VMS) and talent acquisition (ATS) technology to manage its global workforce needs, 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 systems integrator provide a compelling use case for the ProcureWise enterprise solution."
>
> **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 for both its employed and extended workforce – including job distribution, candidate sourcing and evaluation, onboarding, and supplier and workforce management. Inconsistent processes for hiring full-time employees and engaging extended workers created confusion. Inefficient processes for timecards and approvals, and invoices and payments, wasted time and money.

> 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 performance and drive better decision-making. Human and financial resources were strained, and critical business needs for talent were lagging or unmet. The organization badly needed help but had been unable to find a unified platform or technology that offered a total talent solution or a service provider that could support their unique business needs at scale.

Operation challenges were significant, given the size and scope of the program, including processing tens of thousands of candidates through more than 1,300 internal recruiters and 1,400 global suppliers. Moreover, the implementation had to be planned and the transition executed without business disruption and with minimal time and cost to the client.

Seamless Solution

ProcureWise designed and deployed a seamless solution to talent acquisition teams, suppliers, and other stakeholders of the business without disruption to existing business activities and processes. Tailor-fit to the client, the solution integrated with all internal ERP technology and other tools, 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 costs.

Operational Challenges
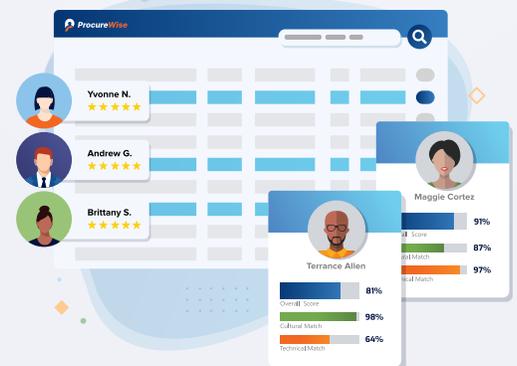
1,300+
Internal Recruiters

1,400+
Global Suppliers

10K+
Requisitions

100K+
Candidate Submissions

Total Talent Platform

AI-enabled ProcureWise and Ceipal helped manage the acquisition of full-time and temporary workforce talent. Combined VMS + ATS capabilities offered total visibility over talent curation, candidate matching and ranking, candidate engagement, applicant tracking, and workforce management. The unified total talent platform provided control over the talent pipeline, prospective candidates, full-time employees, contingent workers, and staffing suppliers — dramatically reducing the total cost of talent acquisition and improving retention.

Talent Container

Through a combination of technology, processes, and tools, the solution created 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 and enrich candidate records by skills, location, industry experience, and other relevant factors. Further, we enhanced candidate curation to increase the size of talent pools, identify optimal candidates, and quickly and easily engage with candidates aligned to open roles.

ProcureWise

TOTAL VISIBILITY

- Talent Curation
- Candidate Matching & Ranking
- Candidate Engagement
- Applicant Tracking
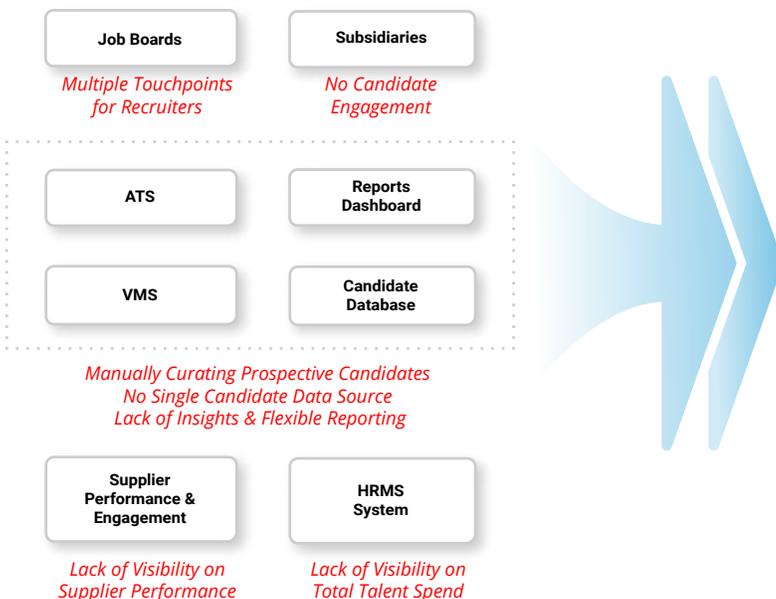- Workforce Management

Transformative Tools

With over 150 integrations – including recruiting, productivity, and social media tools – the organization was able to digitally transform its end-to-end recruiting process for full-time and contingent workers. The client now has a fully integrated talent ecosystem that is intuitive and easy to use for all stakeholders. It is 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 the constant battle for talent.

ALL SYSTEMS ARE SILOS

Job Boards	Subsidiaries
Multiple Touchpoints for Recruiters	*No Candidate Engagement*

ATS	Reports Dashboard
VMS	Candidate Database

Manually Curating Prospective Candidates
No Single Candidate Data Source
Lack of Insights & Flexible Reporting

Supplier Performance & Engagement	HRMS System
Lack of Visibility on Supplier Performance	*Lack of Visibility on Total Talent Spend*

All-in-One Platform with Single-Point Sourcing

Vendor Management System	Candidate Engagement	Subsidiaries in Single Platform
Talent Container	Supplier Performance Metrics	Extensive List of Integrations
Global View of Talent Flow	Insights & Reports	Spend Analytics
	Performance Dashboards	

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, engagement, screening, selection, and automated onboarding – enabled recruiter productivity and enhanced 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.

> More than 12,000 candidates were processed in just the first two months, with significant improvements in staffing performance.

Working across the seamless collaborative platform, more than 12,000 candidates were processed in just the first two months, with significant improvements in staffing performance. Time-to-submit was reduced to four hours, with each supplier submitting two qualified candidates. The fill rate improved by 45%, time-to-fill was cut in half, and more than 95% of over 900 job requisitions were filled.

From the outset, efficiency gains drove reductions in administrative time and indirect cost savings. Increased visibility into pricing and improved governance over vendors, as well as reduced reliance on staffing suppliers drove immediate direct cost savings. The client projects more than $1 million of first year direct cost savings — all thanks to ProcureWise.

Business Impact

4 hours
Time-to-Submit

↓ **50%**
Time-to-Fill
Reduced by 50% from original baseline

↑ **45%**
Fill Rate
Improved by 45% from original baseline

+$1M
First-Year Direct Savings

"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

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