Capgemini

Building a Better Tomorrow for Your Business

Oracle Cloud-based solutions for the Staffing Industry

Managing the Gig Economy
The global contingent labor market is immense, earning more than $425 billion in revenue each year. According to the U.S. Government Accountability Office, by 2020, 50% of the workforce in the U.S. will be part of contingent labor. With an increasingly complex business environment and a strong focus on outcome-based contracting, new innovations to enable the gig economy have radically changed the staffing industry. Amidst these disruptions, staffing organizations face talent shortages, margin pressures, economic uncertainties and new digitally-enabled market entrants. To succeed in this environment, staffing organizations must transform.

Innovation and the Pulse on What's next
Several important trends are shaping the staffing industry:
- 67% of staffing professionals state that automation will help to promote, not eliminate, top talent.
- Staffing firms of the future will be offering their clients both human and non-human solutions to get work done.
- Blockchain has the potential to significantly reduce talent acquisition effort. It will be the most rigid and efficient way to record career history and qualifications in the future.

Capgemini's Staffing Direct offering is a pre-defined solution for Oracle Cloud that provides business processes and embedded analytics for the staffing industry. The best-of-breed SaaS applications in Oracle Cloud are integrated with social, mobile and analytic capabilities to help you deliver the experience that professional service clients expect.

Staffing Direct Solution for the Staffing Industry
Our Oracle Cloud-based solutions support the staffing value chain and deliver strong, sustainable business value. We achieve this by putting customers, employees and the contingent workforce at the heart of the solution. Staffing Direct delivers the ability to maximize your resources and productivity, improve your planning today and into the future and also establish processes and controls to be more efficient and cost-effective.

Staffing Direct Enables:
- **Finance Transformation:** Single set of fully integrated applications that automatically create journal entries related to your Time-Labor and Expense functionality. Accurate costs and revenues entries eliminate the need for manual entries.

- **Implementation Transformation:** Manage costs via 'Solution Based' implementation when compared to standard on-premise ERP deployment while making the IT spend more predictable and reducing IT support risks. Unlock immediate benefits with a quicker release and functionality. Reduce the need for additional custom work involved with a standard ERP roll-out.

- **Global Capabilities:** Deploy the optimal resource to any project no matter where it is in the world. Staffing Direct delivers across multiple legal entities and countries including local statutory and intercompany reporting requirements. It also provides cross-charge capabilities with transfer pricing rules engine.

- **Revenue and Billing Flexibility:** Focus on your customer needs by offering invoicing by either project/resource or contract via the Flexible Bill-Rate Engine. Choose from multiple AR invoice formats, Time and Material, milestone, percentage of completion, cost-plus revenue and billing.

- **Reporting Transformation:** Leverage accurate, real-time information to improve decision-making for your business. Reports include client and project profitability, resource utilizations and indirect versus direct cost.

- **Process Transformation:** Digitize all facets of your business including overtime reporting, expense reports, recruiting and supplier invoices. Leverage bots to perform simple and repetitive tasks to improve tasks like recruitment productivity. Explore Blockchain tools to streamline the month-end close and candidate selection processes.

Our Approach
- Leverage Oracle's Cloud SaaS applications
- Utilize PaaS Solutions to align with Staffing Industry
  - Contingent Worker OTL and AP Automation
  - Bill Cycle Compression
  - Customer Invoice Auto Discount Creation/Adjustments
  - Invoice Email with Auto Attachments
  - Quick Contract Creation Dashboard
- Integrate with Oracle or third-party HCM/Recruitment Applications

We offer the following Oracle solutions for the staffing industry:

Oracle Cloud Applications
- Cloud Financials
- General Ledger
- Receivables
- Payables
- Expense/ Mobile Expense Cloud WebCenter

Cloud Project Portfolio Management (PPM)
- Project Finance
- Project Controls / Management
- Project Resource Management (Optional)
- Project Time and Labor/ Mobile Time and Labor

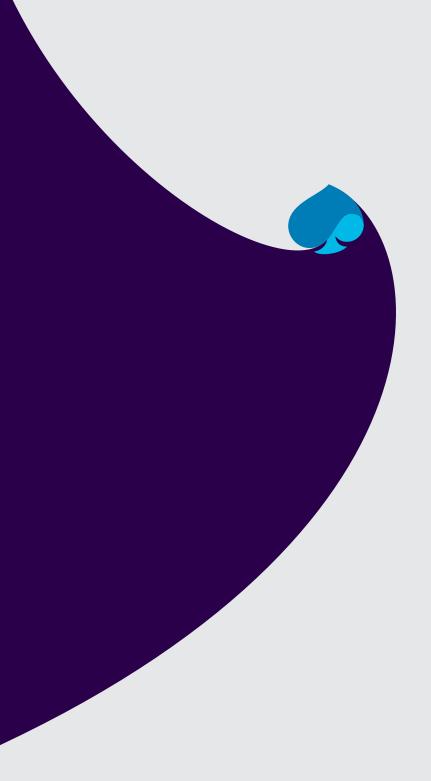**Flexible Cloud Human Capital Management**
- Cloud HCM
- Cloud Payroll (Optional)

Shared HCM install with third-party HCM/Recruitment Application Integration

Why Capgemini?
Capgemini, an Oracle Platinum Partner, is at the forefront of delivering digital transformation by implementing Oracle-based business solutions that can evolve with your digital business. Our more than 22 year relationship with Oracle provides a strong framework for joint development, teaming and mutual success.

We have more than 15,000 Oracle trained professionals globally, 70% of which are Oracle certified and 1,000+ are trained and certified Oracle Cloud Resources. Capgemini has successfully implemented more than 5,000 global Oracle application projects, across all industry sectors. Our worldwide operations of 20+ demo centers and 15 Centers of Excellence (COE) worldwide help clients achieve their business objectives.

About
Capgemini

A global leader in consulting, technology services and digital transformation, Capgemini is at the forefront of innovation to address the entire breadth of clients' opportunities in the evolving world of cloud, digital and platforms. Building on its strong 50-year heritage and deep industry-specific expertise, Capgemini enables organizations to realize their business ambitions through an array of services from strategy to operations. Capgemini is driven by the conviction that the business value of technology comes from and through people. It is a multicultural company of 200,000 team members in over 40 countries. The Group reported 2017 global revenues of EUR 12.8 billion (about $14.4 billion USD at 2017 average rate).

Learn more about us at

www.capgemini.com

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People matter, results count.