

ELEVATE

ELEVATE Helps a Leading Dental Benefits Carrier Reinvent Workforce Management

THE CHALLENGE

One of the United States' largest dental benefits carriers had an extensive contingent workforce which was ever-expanding, and as a result, had become extremely burdensome to manage effectively. The company had limited visibility to its contingent talent volume and spend across the organization, and was experiencing high variability in rates paid for similar positions.

As with many companies that utilize contingent talent, the organization also had challenges with the following:

- Excessive time to fill open requirements
- Manual, paper-based approval processes
- Large administrative burden in process management
- Lack of competition among suppliers

THE OPPORTUNITY

The dental benefits carrier needed to automate its fulfillment, engagement management and vendor payment processes. It also needed to streamline contingent talent acquisition time frames, and reduce the administrative burden in managing the process. The company also wanted to facilitate sourcing, on-boarding, and time and expense management for its contingent workforce, in addition to consolidating supplier invoicing and payments.

Following a rigorous vetting and proof-of-concept process, the ELEVATE platform was approved to help the company deliver on its talent pool management initiatives.



The ELEVATE platform enables human resources teams to more effectively manage enterprise-wide talent pools, which offers strategic and financial benefits to organizations.

THE BENEFITS

In partnering with ELEVATE, the company is already experiencing key process improvements and hard dollar savings, delivering a value proposition which includes both revenue drivers and expense reductions:

- Greater visibility into contingent workforce spend – hourly rates by job position, location and business unit
- Reduction in administrative and accounts payable burden with an electronic T&E approval process and consolidated invoicing
- Expedited time to fill and efficient use of existing administrative resources by utilizing the Elevated Resources platform to facilitate requirement sourcing and resource on-boarding

ELEVATE

ELEVATE is the first contingent talent acquisition and supply chain execution platform specifically designed for mid-market companies. Companies using ELEVATE have both expanded their access and speed-to-talent while reducing the overall cost of that talent. In tandem with program management best practices, organizations quickly and easily connect demands for talent with their supply chains/labor talent pools which encompass temporary labor providers, IT service companies, professional services firms and even direct talent cloud sources.

Companies rely on ELEVATE to achieve their aggressive growth plans, support their workforce mobility objectives, and better optimize their overall workforce utilization rates.