Utmost Extended Workforce System
External workers represent over 40% of the average enterprise workforce, and yet only 13% of the spending on this workforce is visible in existing enterprise systems.

While enterprises invest in systems for managing vendors and external workers, there is a gap in the technology available to effectively manage this total population. There is no single source-of-truth for the extended workforce.

Utmost’s Extended Workforce System solves this problem by delivering a system of record for the extended workforce, reflecting how work is done and enabling enterprises to organize, source, engage, pay, and optimize their non-employee talent.

Utmost leverages Workday Extend (formerly called the Workday Cloud Platform), allowing enterprises to have a seamless user experience within Workday and supporting single-sign-on. Utmost sits alongside Workday, with the relationships and data available, to extend Workday into the extended workforce.
Here are the key features and capabilities found in our Extended Workforce System (EWS).

Source
Front Door

Front Door centralizes all external work requests through one process integrated with Workday:

- Ensure proper worker classification through a guided hiring request system
- Simplify the hiring process and experience for managers
- Influence workforce composition by guiding managers to the most appropriate engagement type based on business objectives
Utmost provides visibility into supplier activity, performance, and cost:

- Create and manage supplier profiles
- Find suppliers within the organization hierarchy and view payments
- Rate and view quality of supplier performance
Worker Profiles give you a system of record for the extended workforce:

- Access basic information such as address, phone number, and emergency contact information
- Track engagement information such as start and end date, pay rate, and (where appropriate) supplier
- View skills, certifications, and more

Workers can access and control their own data, making entry and updates simpler while ensuring GDPR compliance.
Utmost’s organization management feature provides a visual representation of your total workforce leveraging your existing Workday supervisory hierarchy.

You can see employees, external workers and their classifications, suppliers, and departments all in one place.

**Utmost Flow**

Utmost’s Flow is comprised of a multi-entity workflow providing a comprehensive, yet easy-to-use, framework to automate business processes associated with worker activity:

- Collaborate and communicate with workers, suppliers, and enterprise teams
- Automatically route tasks to the correct person
- Interact with users through document-sharing, e-signing, and smart forms

Complex workflows with parallel paths are fully supported with current status displayed within the worker profile.
Timesheets

Our Time & Expense management functionality enable workers and suppliers to record their work and claim expenses through a flexible approval process:

• Track Time and allocate to cost centers, WBS or internal charge codes
• Enter time or interface with time recording systems
• Record milestones, deliverables or piece rate work

Invoicing

Our invoicing feature simplifies the process of tracking and processing invoices - particularly consolidated invoices - through to payment.

• Use bill rates, markups and rate cards
• Consolidate multiple timesheets, milestones and expenses into a single invoice
• Provide visibility for MSP, Suppliers and managers into processing status
• Auto-populate invoices directly into Workday Financials (Workday Financials customers only)
Our dashboards provide you with visibility into enterprise trends and insights towards workforce composition through a summary view of the entire workforce:

- See how business gets done via worker classification by organization
- View the geographic distribution of your extended workforce
- Understand the total workforce cost

Drill-down capabilities allow you to discover and understand more detailed information about the people themselves, including skills and certifications.
Dashboard: Compliance Anomalies by Location

Our anomaly engine is a system of action providing a way for you to conduct a health check on the processes and the data around your extended workforce:

- Detect anomalies (i.e. expired contracts, tenure limits) that require action
- Receive actionable guidance on how to resolve them
- Protect IP and assets

The anomaly engine is configurable based on an enterprise's business rules, including user-adjustable severity levels.

Dashboard: Cost by Supplier

Get a simple breakdown of where your external workforce spend is going. Our supplier cost dashboard lets you quickly dig into:

- How much of your spend is going to each supplier
- Which suppliers you are paying the most
- Changes in spend to suppliers over time

Drill-down directly into the payments made to suppliers to develop an even better understanding of how the cost is distributed.
Attribute-Based Access Control (ABAC) provides dynamic and context-aware access control:

- Fine-tune permissions to Utmost based on specific attributes such as tenure, department, engagement, etc.
- Ensures worker information remains confidential and secure
- Enables Suppliers to securely manage their own worker population.

Every view, action, and workflow in Utmost is controlled by ABAC.
Integration Framework

Utmost's Integration Framework supports a variety of formats and protocols to allow worker, supplier, and financial data to be easily transferred in and out of the system:

- Conduct individual queries as well as bulk data transfer using file formats
- Connect with popular applications (i.e. LMS, directory systems) through a set of pre-built converters
- GraphQL for flexible queries and REST APIs
- All entities fully revision-tracked to allow 'point-in-time' queries.

Utmost provides an easily-configurable mediation layer to allow data to be easily converted between the Utmost data models and external applications.

Utmost QuickStart

The product provides a quick and easy way for enterprises to get up and running using Utmost QuickStart functionality:

- Bulk import data
- React quickly to ad-hoc requests (i.e. turnover, onboarding, offboarding, reorganization of supplier organizations and projects) with intuitive workflow and organization modeling including a test mode.

Learn More

Utmost, the first Extended Workforce System, offers solutions for the enterprise and its extended workforce - from temporary workers to consultants, vendors, freelancers, contractors, and more - to seamlessly and efficiently work together. The software is designed for workers to have control of their data and transparency into their work history, independent of traditional employment relationships. Utmost was founded in 2018 by former Workday executives, Annrai O'Toole and Dan Beck and former Groupon CTO EMEA Paddy Bensen, and is backed by Greylock Partners and Workday Ventures.