



Inoapps My Contractor Experience

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With the global labor market becoming increasingly competitive, the need to attract and retain high quality contractors is growing. This means that contractors are becoming ever more selective with the clients they choose, and employers need to ensure they're attractive to entice and hold onto these vital skills.

Contractors want to be onboarded quickly and paid promptly. As an employer, you need to make sure that your processes are joined up across Finance and HR, and your resources are utilized to their full potential while experiencing job satisfaction.

Inoapps My Contractor Experience answers challenges we've seen time and again with customers. The solution orchestrates your processes end-to-end, both within and outside Oracle Cloud Applications, using Oracle ME components and enhanced with Inoapps solutions to simplify the processes of contractor management.

Everyday challenges





1

Setting up and starting out

Onboarding is often detailed and time consuming, especially in regulated industries with layers of compliance to navigate. **My Contractor Experience** smooths the way for fast onboarding. It includes:

- ▶ A journey with **Oracle Process Cloud** to automate the contractor set up in internal systems
- ▶ **Standard Oracle Cloud HCM** onboarding journeys to ensure compliance and policy reviews, to set up time with managers
- ▶ A journey to notify Finance of onboarding
- ▶ **Inoapps SecurePass** for resetting passwords for contractors who aren't allocated a corporate email address
- ▶ A journey to specify additional contractor skills that may be of value
- ▶ A contextual journey to flag any additional training required



2

Simplifying the path to payment

Delayed set up and processing of payments are a big issue for contractors and can quickly sour relationships and create high turnover. **My Contractor Experience** curates this administration.

- ▶ Streamlines the timesheet process and automates the correlation between entering timesheets and approving payments
- ▶ A journey to guide contractors through supplying payment information for their own company or agency
- ▶ A journey to automate the purchasing process to setup the vendor, payment methods and purchase order
- ▶ A contextual journey for timesheet and invoice training for the contractor
- ▶ Exposure of third party timesheet solutions through **Oracle Cloud HCM** and into **Oracle Time & Labor** if required
- ▶ Auto-receipted purchase orders when timesheets are approved



4

Getting the best from your contractor

By collecting additional contractor skills as part of the onboarding process, organizations can widen their search pool for other requirements that may surface.

- ▶ The use of **Connections** to widen your search pool beyond permanent employees to find contractors with required skills

My Contractor Experience also helps identify your stand out contractors to help with future resourcing needs.

- ▶ Light touch performance appraisal through **Oracle ME Touchpoints**
- ▶ Internal campaign tooling through **Oracle HCM Communicate** to encourage these contractors to go permanent



3

Smoothing the exit process

My Contractor Experience facilitates that when a contractor leaves, the organization benefits from their relevant knowledge.

- ▶ Standard **Oracle Cloud HCM** offboarding
- ▶ A journey to ensure knowledge sharing with sign off before departure

Analytics from the Touchpoint appraisals determines which contractors should be added to your trusted contractor community.

- ▶ **Standard Oracle Recruitment** can draw on this trusted contractor pool for future vacancies
- ▶ **Inoapps APEX solution** to extract historic contractor data for organizations to populate this talent pool

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