



Everest Group Vendor Management System (VMS) PEAK Matrix® Assessment 2026 – Global

Focus on SimplifyVMS

June 2026



Research background

Vendor Management Systems (VMSs) continue to be an important technology solution with more enterprises leveraging contingent workers as part of their workforce and requiring a capable technology solution for Contingent Workforce Management (CWM). In recent years, VMSs have not only enhanced features and functionalities related to traditional staff augmentation but also expanded capabilities to include other areas within CWM, such as services procurement, independent contractors, and direct sourcing.

The VMS technology landscape is evolving, with many technology providers building capabilities to serve specialized client needs across geographies and industries. Providers are increasing the breadth and depth of their functionalities/offerings and enhancing the User Interface / User Experience (UI/UX) of the solution. Additionally, they are enhancing integration capabilities to create end-to-end ecosystems and investing in next-generation technologies such as automation, generative AI, and AI agents.

In the full report, we analyze the VMS technology landscape across various dimensions:

- Everest Group's PEAK Matrix® evaluation, a comparative assessment of 29 leading VMS providers
- Competitive landscape in the VMS technology provider market
- Remarks on key strengths and areas of improvement for each VMS provider
- Assessment of VMS capabilities

Scope of this report

Geography: global

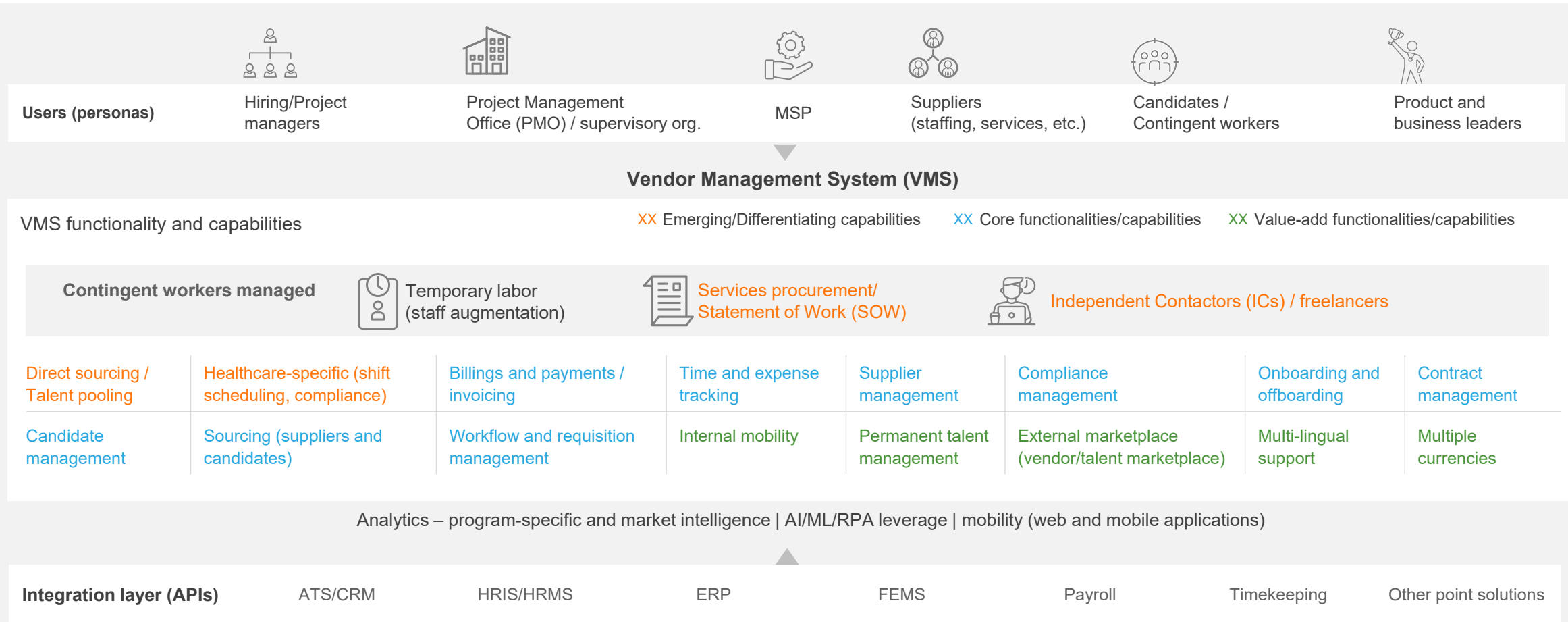
Industry: all industries

Product: Vendor Management System (VMS)

Understanding Vendor Management System (VMS)

Vendor Management System (VMS) is the core technology for procuring and managing contingent work

[ILLUSTRATIVE]



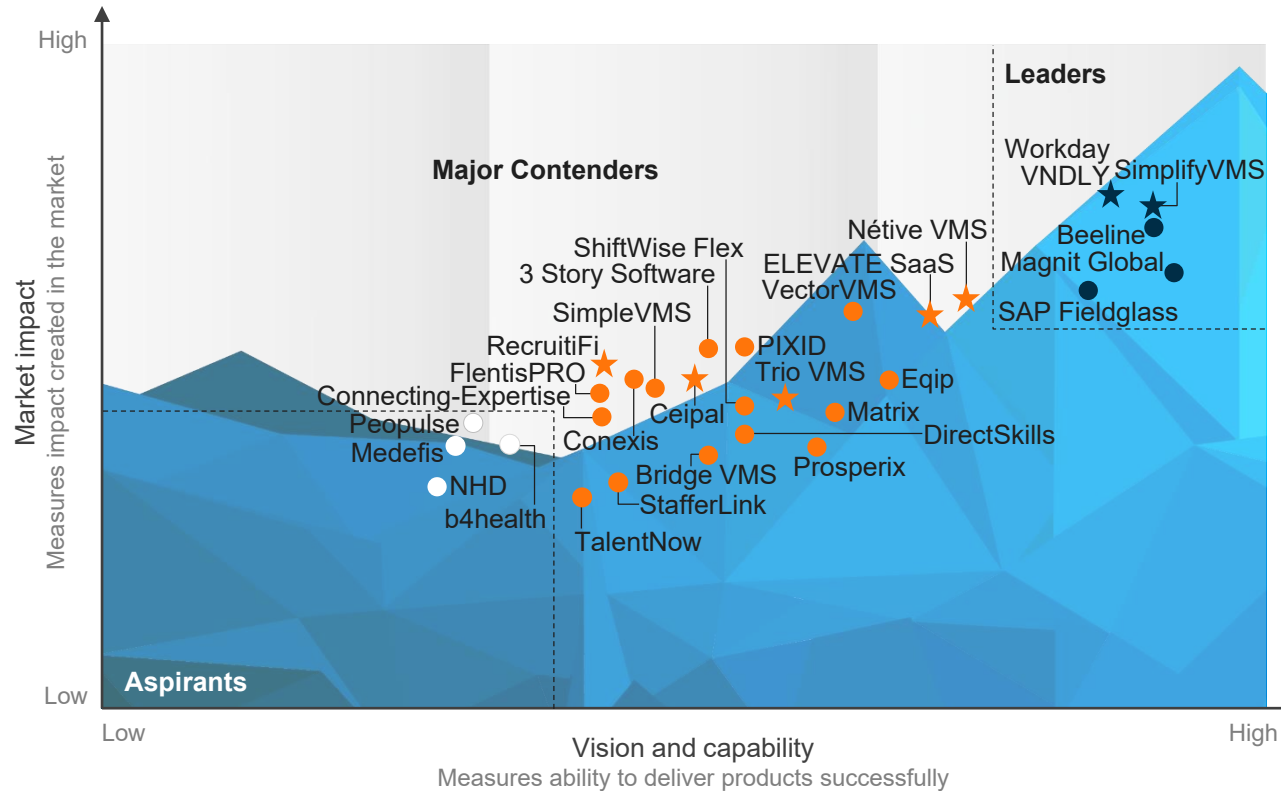
Note: The above is a schematic representation of all existing and emerging functionalities/capabilities of VMSs. It is important to note that the focus of VMSs can include all/specific elements within the above listed elements

Everest Group PEAK Matrix®

Vendor Management System (VMS) PEAK Matrix® Assessment 2026 – Global | SimplifyVMS is positioned as a Leader and a Star Performer

Everest Group Vendor Management System (VMS) PEAK Matrix® Assessment 2026 – Global^{1,2,3,4}

- Leaders
- Major Contenders
- Aspirants
- ☆ Star Performers



1 Assessment for b4health, Connecting-Expertise, Medefis, PIXID, StafferLink, SAP Fieldglass, and VectorVMS does not include provider inputs and is based on secondary research, provider public disclosures, and Everest Group's internal intelligence and interactions with enterprise buyers

2 Assessment for Peopulse and Prosperix is based on partial participation

3 Connecting-Expertise, VectorVMS, and PIXID VMS are all part of PIXID Group – all brands continue to operate and go to market independently, hence they have been positioned accordingly











4 Global VMS PEAK Matrix also includes some region- and industry-specific providers with a strategic focus on the US healthcare market. These providers include b4health, Medefis, ShiftWise Flex, StafferLink, and Trio VMS. Some of the other major VMS players such as AgileOne, Coupa, FlexTrack, and SmartERP are not positioned on the PEAK Matrix® due to a lack of sufficient data

Source: Everest Group (2026)

SimplifyVMS profile (page 1 of 3)

Everest Group global assessment – Leader and Star Performer

Measure of capability:  Low  High


	Market impact				Vision and capability					
	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
Global										











Strengths

- Based in the US, SimplifyVMS is a contingent workforce technology provider offering a unified platform supporting temporary labor, ICs, and services procurement / SOW
- It has a diversified footprint across buyer sizes, industries, job families, and regions including North America, followed by EMEA, APAC, and LATAM. It has made region-specific investments in compliance and localization, including country-level labor laws, union/work council requirements, complex rate structures, and taxation frameworks
- It provides comprehensive end-to-end capabilities across workforce types, covering requisition through offboarding. It has strengthened automation across the life cycle, enabling pre-configured approvals, rate controls, and automated downstream actions such as onboarding triggers, invoicing, and offboarding workflows
- It offers end-to-end IC management across onboarding, compliance, invoicing, and performance workflows
 - It has enhanced IC qualification through a configurable decision wizard with region-specific compliance logic
 - It integrates with IC compliance and payrolling partners such as People 2.0, MBO, and Upwork, supporting flexible engagement models including EoR/AoR
- It provides robust services procurement / SOW capabilities with source-to-pay coverage, supporting RFX creation, bid comparison, contract negotiation, milestone tracking, and automated invoicing. It has also strengthened its budget tracking and change order workflows, enabling real-time visibility into SOW financials and scope changes
- It offers a native direct sourcing capability through HireHQ, providing a white-labeled, configurable talent engagement platform that enables clients to build and manage private talent pools, integrate with external job boards, and leverage AI-driven matching, candidate engagement, and internal mobility use cases within a unified ecosystem
- It continues to invest in SimplifyBridge, a proprietary iPaaS solution, which offers its clients a rich marketplace of connectors, robust API, plug-and-play compatibility with job boards and talent platforms, along with self-service capabilities that allow clients to monitor and configure integrations independently

SimplifyVMS profile (page 2 of 3)

Everest Group global assessment – Leader and Star Performer

Measure of capability:  Low  High

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	Market adoption	Portfolio mix	Value delivered	Overall	Vision and strategy	Core technology	Emerging/ Differentiating technology	Implementation, UI/UX, and support	Engagement and commercial model	Overall
Global										


Strengths










- It has invested significantly in AI and automation across multiple workflows, positioning AI as a core platform layer
 - It provides gen AI capabilities for job description optimization, screening question generation, candidate matching, and profile summarization
 - It offers AI copilots and conversational assistants to guide users through requisition creation, approvals, and workflow navigation
 - It has invested heavily in AI agents through its Hiring AI Hub, deploying 50+ specialized agents across use cases such as candidate screening, IC vetting, SOW comparison, interview automation, compliance validation, and skills intelligence
 - It supports AI-driven automation across workflows, including automated reminders, document parsing (for example, resumes, and SOWs), and guided workflow execution through AI agents and decision-tree wizards
 - It has introduced AI-driven features such as candidate scoring, SOW comparison, and interview automation with detailed explainability and audit trails
- It has recently invested in an AI-led program intelligence capability through a dynamic client health

- and maturity assessment framework, providing real-time scoring, roadmap recommendations, and contextual insights, while enabling self-service access for clients and MSPs
- It provides robust reporting and analytics capabilities with high configurability, offering 70+ standard reports and a custom report builder leveraging unlimited User-defined Fields (UDFs), while integrating external market data sources to support rate benchmarking and workforce insights
- It offers comprehensive supplier management capabilities providing real-time supplier scorecards across metrics such as fill rates, responsiveness, and quality, while supporting tiered distribution, configurable sourcing strategies, and continuous feedback loops through surveys, evaluations, and reporting dashboards
- It has enhanced healthcare capabilities through improved credentialing and compliance workflows, AI-driven credential parsing, and deeper integrations with scheduling/timekeeping systems to support shift-based and per diem workforce management
- Referenced clients highlighted the platform’s ease of use and configurability, reporting and self-service capabilities, and innovative technology roadmap with AI-driven enhancements as key strengths

SimplifyVMS profile (page 3 of 3)

Everest Group global assessment – Leader and Star Performer

Measure of capability:  Low  High

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Limitations

- SimplifyVMS has a strong presence in North America and a growing footprint in EMEA and APAC; however, clients with global requirements should carefully assess its capabilities to ensure an alignment with their specific needs
- While SimplifyVMS offers comprehensive services procurement / SOW capabilities, certain advanced functionalities such as what-if budget forecasting and modeling are not currently supported, limiting deeper financial scenario planning for complex SOW programs
- It has invested significantly in AI across multiple workflows; however, some capabilities (for example, continuous learning loops and advanced agentic AI use cases) are still evolving, requiring further maturity and broader client-level deployment
- While SimplifyVMS provides skills-based matching and analytics, it does not currently support the automated identification of emerging job roles or skill clusters, relying instead on configurable reporting and manual interpretation
- While its platform maturity and experience with larger-spend programs continue to grow rapidly, large MSPs managing complex programs should evaluate its capabilities in the context of their specific requirements and scale
- Referenced clients highlighted opportunities to deepen analytics and reporting, enhance shift scheduling, and expand capabilities around total workforce management

Market trends

Evolving trends in the VMS market

Market size and growth

- The total VMS SUM continues to remain large and resilient, with steady growth driven by rising adoption of end-to-end contingent workforce management including services procurement
- Services procurement / SOW is one of the fastest-growing segments, as enterprises shift from staff augmentation to outcome-based engagements
- While North America remains the most mature market, EMEA and APAC are seeing accelerated adoption, driven by regulatory complexity and enterprise globalization
- Growth is also supported by mid-market adoption, as buyers seek more cost-effective, easy-to-deploy VMS solutions with faster time-to-value

Key drivers for VMS product

Statement of work / Service Procurement	Enterprises are increasingly managing project-based work through VMS platforms, driving the demand for end-to-end SOW lifecycle capabilities.
AI, automation, and analytics adoption	Providers are investing in gen AI, predictive analytics, and automation to improve sourcing, matching, and program efficiency, although the adoption is still evolving.
Platform consolidation and integration	Organizations are moving toward integrated ecosystems, with VMS acting as the orchestration layer across HR, procurement, and finance systems.
Direct sourcing and talent pooling demand	There is a growing focus on curated talent pools, redeployment, and marketplace models to reduce cost and improve talent access.
Mid-market and flexible deployment models	Demand is rising for modular, configurable, and faster-to-implement solutions, especially among mid-sized enterprises.

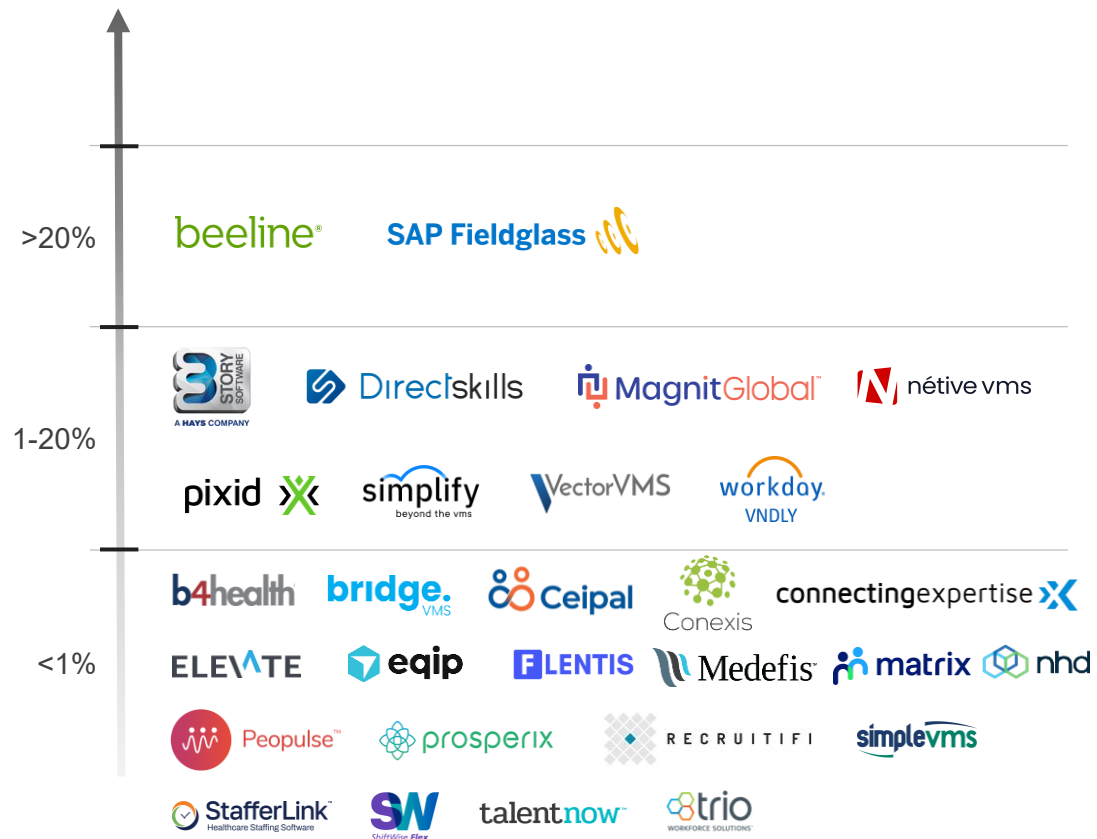
Challenges

Fragmented enterprise technology landscape	Many organizations still operate disconnected HR, procurement, finance, and staffing systems, making integrations complex and slowing transformation initiatives
Buyer demand for measurable AI outcomes	While AI interest is high, buyers are increasingly cautious and expect embedded, explainable, and outcome-driven AI capabilities rather than experimental features.
Complex global compliance requirements	Expanding across regions requires providers to support varying labor laws, tax regulations, worker classification rules, and data privacy requirements.
Long enterprise implementation cycles	Large-scale deployments often involve heavy configuration and change management challenges.
UI/UX and adoption limitations	Despite ongoing investments, many enterprises continue to report usability challenges and inconsistent experiences across user personas.

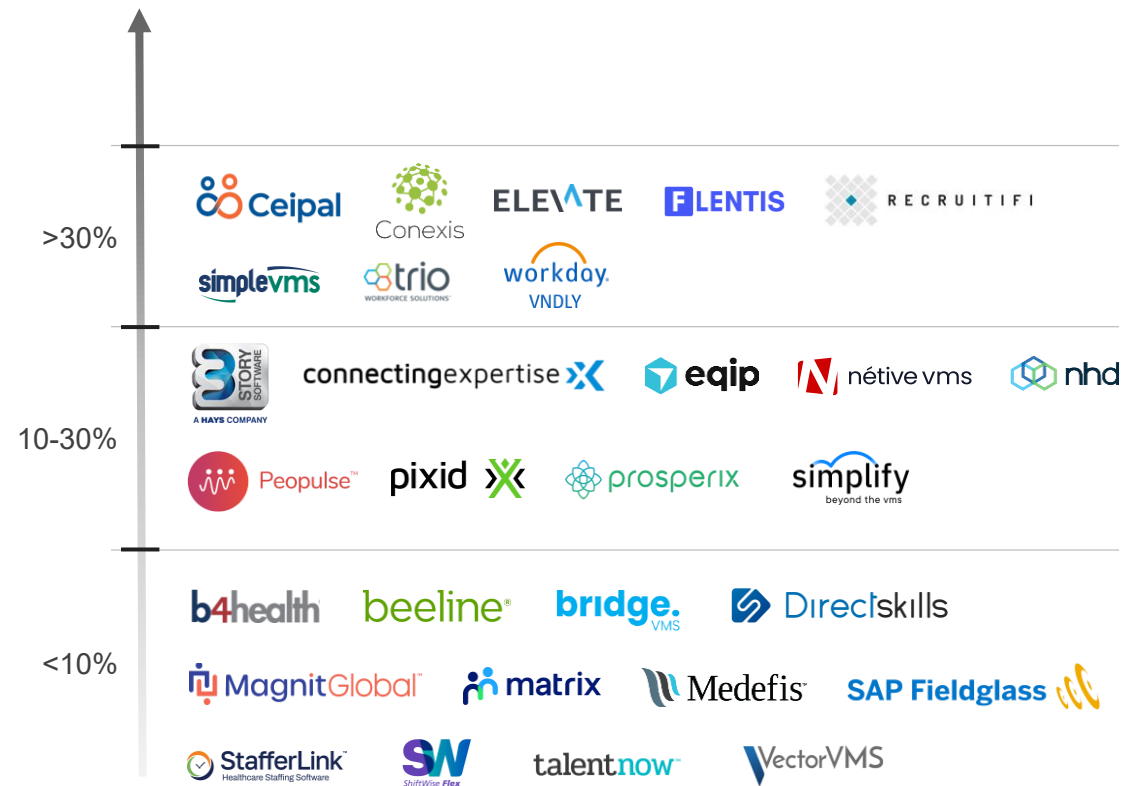
VMS market share by SUM

In 2025, despite the economic uncertainty, VMS providers persisted, with some expanding their market presence and increasing their market share

Providers' VMS market share by SUM 2025
(providers are listed in alphabetical order within each category)








Providers' YoY growth in VMS SUM; 2025
(providers are listed in alphabetical order within each category)



Key buyer considerations

From workflow automation to intelligence-led workforce orchestration

Key sourcing criteria¹

High		End-to-end platform breadth with modular depth Enterprises increasingly expect VMS platforms to support services procurement, Independent Contractor (IC) management, direct sourcing, and shift-based workflows. Buyers are favoring products that can provide breadth across external workforce channels while still offering depth in the modules most critical to their operating model.
Priority		Global configurability, compliance, and localization Buyers want systems that can enforce worker classification, tenure, pay rate, invoicing, tax, and country-specific compliance rules across regions while still allowing local policy variation. Multilingual support, multi-currency capability, and auditable controls are becoming core buying requirements for enterprise programs.
		Integration-led ecosystem and data interoperability Enterprises increasingly expect the VMS to act as the orchestration layer across HCM/HRIS, ERP, ATS, payroll, timekeeping, sourcing, screening, and analytics tools. Open APIs, prebuilt connectors, and stronger supplier-side integrations are now central to platform selection.
		Advanced analytics, rate intelligence, and total talent visibility Buyers expect supplier performance insights, rate and market benchmarking, workforce visibility across talent channels, demand forecasting, and program analytics that support budget control and strategic planning.
		User experience, automation, and responsive support Buyers continue to reward intuitive UI/UX, persona-based workflows, mobile access, and faster implementation. They also expect more embedded AI and automation, such as JD creation, matching, guided decisioning, and workflow automation.
Low		

Summary analysis

The VMS market is shifting from a transactional staffing technology category to a broader external workforce orchestration layer. Buyers now expect platforms that can connect staff augmentation, SOW, IC management, direct sourcing, and workforce intelligence in one coherent architecture.

Provider differentiation is increasingly centered on three factors: breadth of modular capability, strength of integrations and compliance controls, and the ability to convert workforce data into actionable intelligence through benchmarking, forecasting, and AI-enabled recommendations.

Buyer feedback also suggests that execution matters as much as innovation. Enterprises consistently value intuitive UX, implementation quality, configurable workflows, and responsive support, while continuing to push providers to improve invoicing, localization depth, analytics usability, mobile experiences, and the maturity of AI features.

¹ The buyer considerations listed above are prioritized based on typical factors observed in VMS deals. However, the priority order will vary across deals depending on buyer requirements basis proposed solution, industries, and geographies in scope

Key takeaways for buyers

Enterprises are redefining VMS from being a transactional procurement tool to a strategic workforce orchestration platform.

The focus is shifting toward enabling end-to-end visibility across external talent, optimizing cost and supplier performance, strengthening compliance across regions, and leveraging data, AI, and integrations to drive faster, more informed workforce decisions.

Buyers are increasingly prioritizing platform scalability, ecosystem connectivity, and user experience, while expecting measurable outcomes in efficiency, agility, and talent access.



VMS capability priorities

Select VMS providers with robust capabilities across the contingent workforce lifecycle, including requisition management, supplier management, direct sourcing enablement, SOW management, IC management, time and expense tracking, and analytics. Prioritize platforms with strong configurability, integration capabilities, and user-friendly experiences for buyers, suppliers, and workers



Governance and compliance levers

Evaluate VMS platforms based on their ability to support worker classification, audit trails, supplier compliance, regulatory adherence, and workforce visibility across geographies. Strong governance workflows and configurable controls are becoming critical, especially in highly regulated industries and regions.



Intelligence and decisioning guardrails

Assess VMS providers on their investments in AI, automation, and advanced analytics capabilities that improve requisition intake, candidate matching, workflow orchestration, supplier recommendations, onboarding efficiency, and predictive workforce insights.



Commercial and scalability levers

Prioritize VMS providers that offer modular, scalable platforms with flexible commercial models aligned to program maturity and workforce outcomes. Evaluate solutions based on their ability to support expansion across regions, worker categories, and evolving business needs without requiring significant reconfiguration, operational complexity, or disproportionate cost increases.

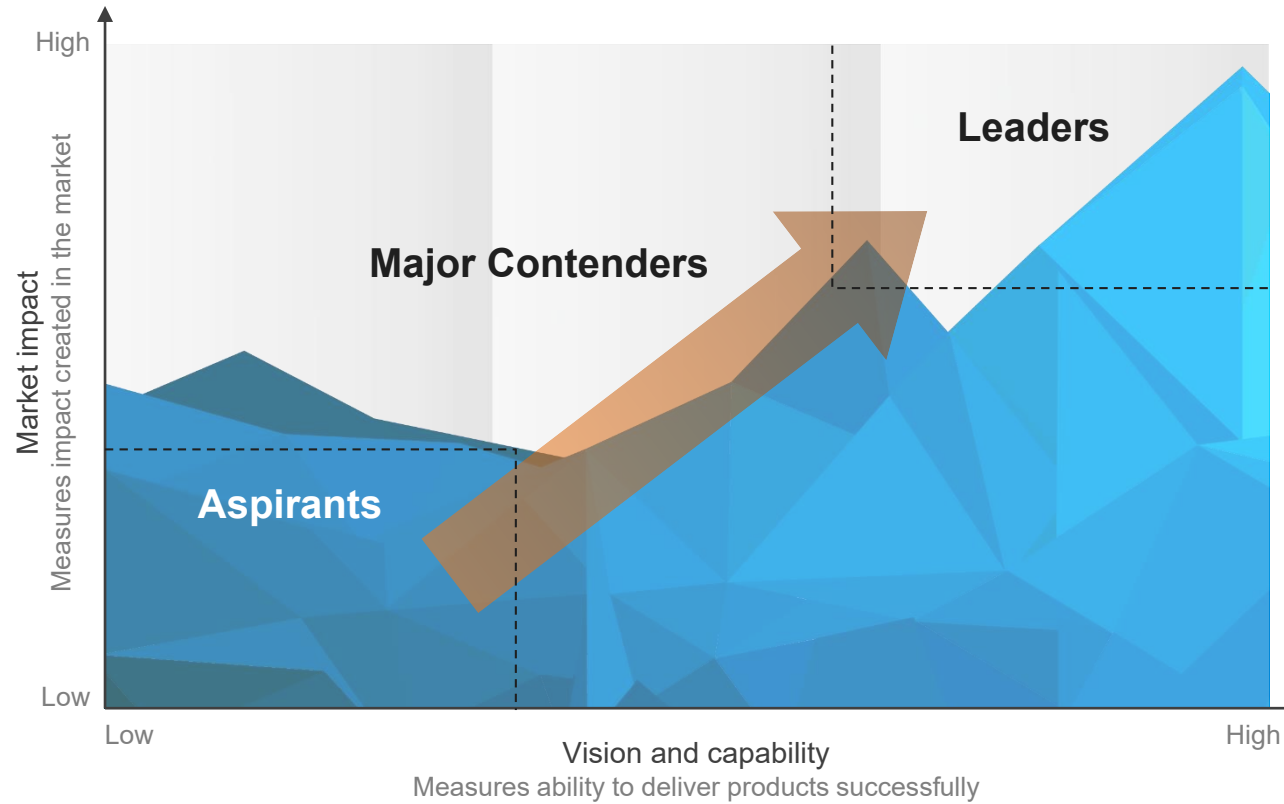
Appendix

PEAK Matrix® framework

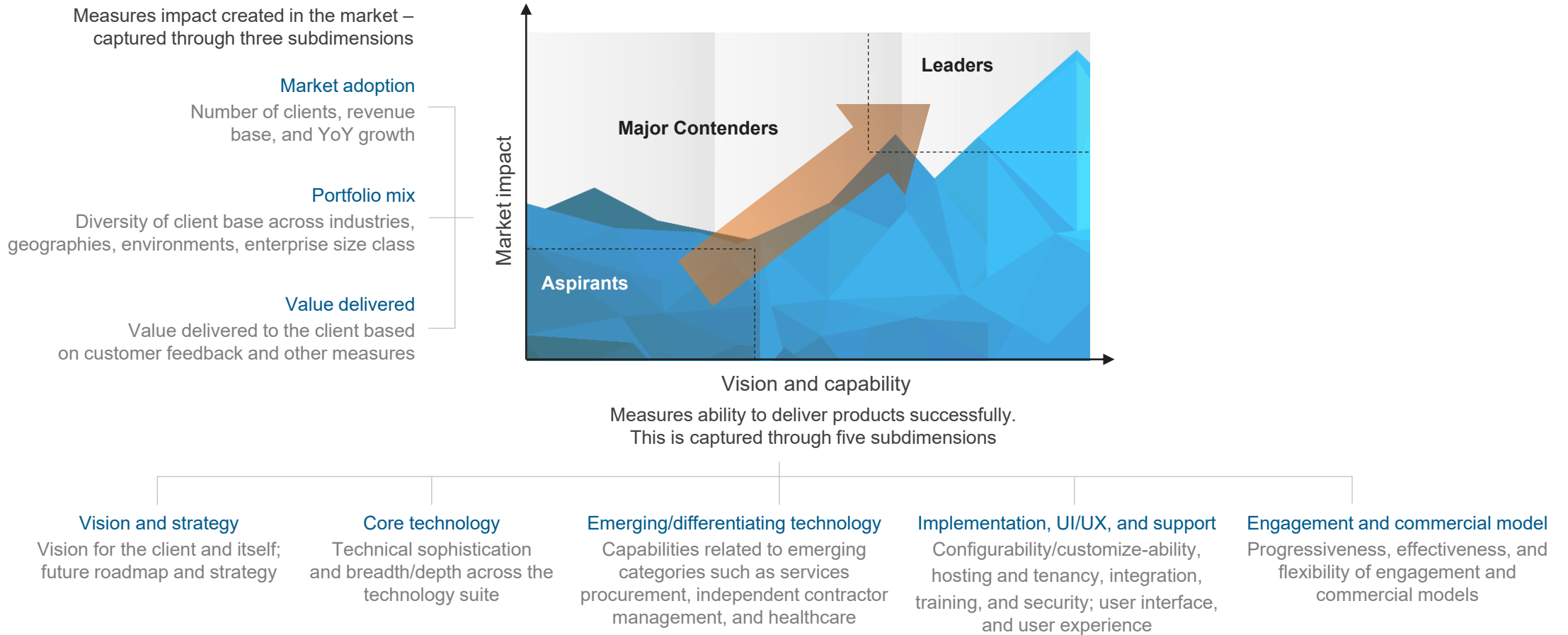
FAQs

Everest Group PEAK Matrix® is a proprietary framework for assessment of market impact and vision and capability

Everest Group PEAK Matrix



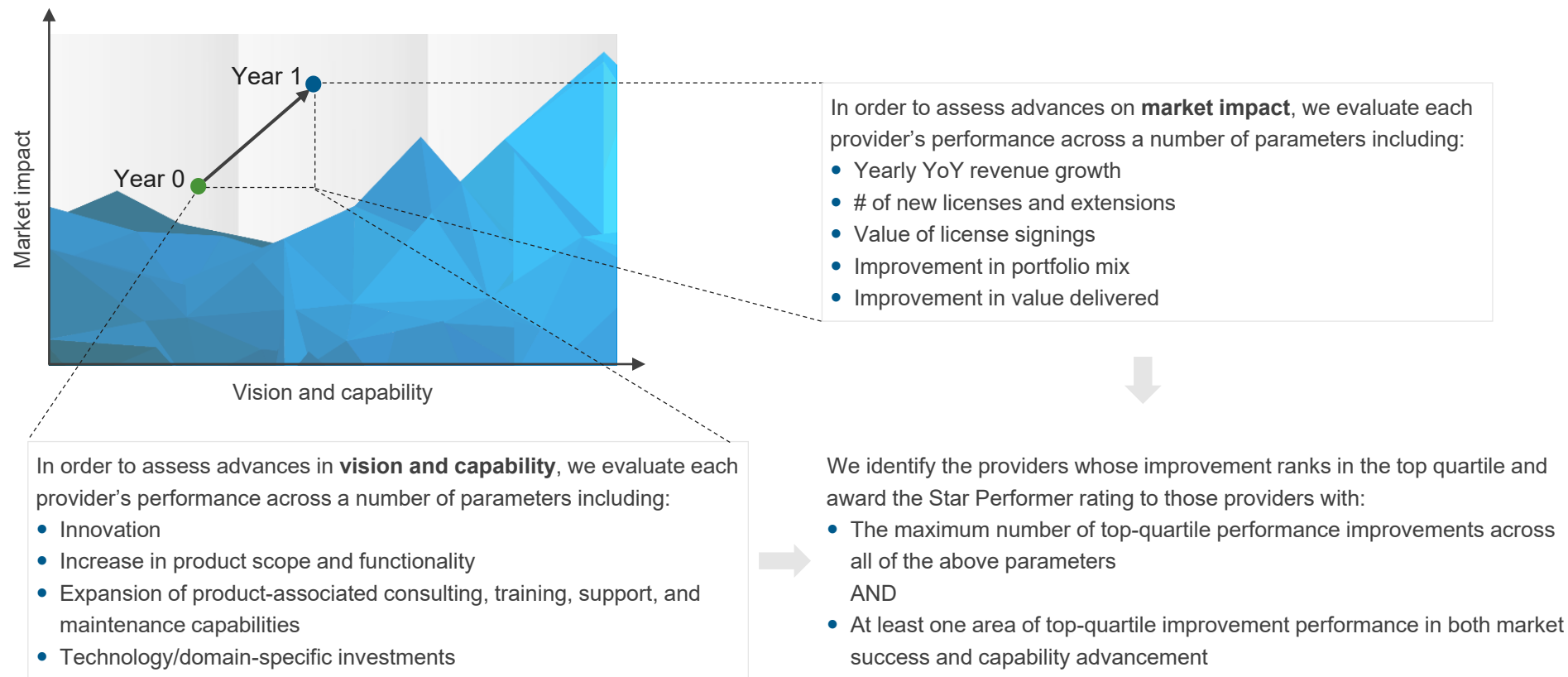
Products PEAK Matrix® evaluation dimensions



Everest Group confers the Star Performer title on providers that demonstrate the most improvement over time on the PEAK Matrix®

Methodology

Everest Group selects Star Performers based on the relative YoY improvement on the PEAK Matrix



The Star Performer title relates to YoY performance for a given provider and does not reflect the overall market leadership position, which is identified as Leader, Major Contender, or Aspirant.

FAQs

Q: Does the PEAK Matrix® assessment incorporate any subjective criteria?

A: Everest Group's PEAK Matrix assessment takes an unbiased and fact-based approach that leverages provider / technology vendor RFIs and Everest Group's proprietary databases containing providers' deals and operational capability information. In addition, we validate/fine-tune these results based on our market experience, buyer interaction, and provider/vendor briefings.

Q: Is being a Major Contender or Aspirant on the PEAK Matrix, an unfavorable outcome?

A: No. The PEAK Matrix highlights and positions only the best-in-class providers / technology vendors in a particular space. There are a number of providers from the broader universe that are assessed and do not make it to the PEAK Matrix at all. Therefore, being represented on the PEAK Matrix is itself a favorable recognition.

Q: What other aspects of the PEAK Matrix assessment are relevant to buyers and providers other than the PEAK Matrix positioning?

A: A PEAK Matrix positioning is only one aspect of Everest Group's overall assessment. In addition to assigning a Leader, Major Contender, or Aspirant label, Everest Group highlights the distinctive capabilities and unique attributes of all the providers assessed on the PEAK Matrix. The detailed metric-level assessment and associated commentary are helpful for buyers in selecting providers/vendors for their specific requirements. They also help providers/vendors demonstrate their strengths in specific areas.

Q: What are the incentives for buyers and providers to participate/provide input to PEAK Matrix research?

A: Enterprise participants receive summary of key findings from the PEAK Matrix assessment

For providers

- The RFI process is a vital way to help us keep current on capabilities; it forms the basis for our database – without participation, it is difficult to effectively match capabilities to buyer inquiries
- In addition, it helps the provider/vendor organization gain brand visibility through being included in our research reports

Q: What is the process for a provider / technology vendor to leverage its PEAK Matrix positioning?

A: Providers/vendors can use their PEAK Matrix positioning or Star Performer rating in multiple ways including:

- Issue a press release declaring positioning; see our citation policies
- Purchase a customized PEAK Matrix profile for circulation with clients, prospects, etc. The package includes the profile as well as quotes from Everest Group analysts, which can be used in PR
- Use PEAK Matrix badges for branding across communications (e-mail signatures, marketing brochures, credential packs, client presentations, etc.)

The provider must obtain the requisite licensing and distribution rights for the above activities through an agreement with Everest Group; please contact your CD or contact us

Q: Does the PEAK Matrix evaluation criteria change over a period of time?

A: PEAK Matrix assessments are designed to serve enterprises' current and future needs. Given the dynamic nature of the global services market and rampant disruption, the assessment criteria are realigned as and when needed to reflect the current market reality and to serve enterprises' future expectations.

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