

## Tech Brief

### Utmost

August 2021

#### Company Background

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Company At-a-Glance	
Headquarters	Dublin, Ireland & San Francisco, CA
Year Founded	2018
Market Focus	Enterprise Workday customers
Customers	Confidential
Top Key Clients	Confidential
Key Industry Verticals	Industries with large contingent workforce elements
Website	<a href="https://utmost.co/">https://utmost.co/</a>

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 work together seamlessly and efficiently. Utmost provides a Workday-native alternative to legacy vendor management systems and gives enterprises a single solution to source, engage, and optimize spend for the extended workforce. The software is designed for workers to have control of their data and transparency into their work history, independent of traditional employment relationships.

## Analyst Insights

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In the face of rapid change, the use of a contingent or extended workforce has been steadily increasing. In fact, recent research indicates that while 35% of companies include contingent workforce as part of their strategic planning today, that number is expected to rise to 54% within the next two years. For enterprise firms that rely on a large contingent workforce, sourcing, tracking, and managing these expenses can seem like barely controlled chaos. And this segment of the workforce is only expected to grow.

The good news? Our research shows that 97% of the firms that claimed to be future ready said their HR technology is a critical enabler of that.

If Workday is your core HRIS, Utmost can help solve your extended workforce woes. With Workday-native integration, Utmost can replace your vendor management system and provide full visibility with real-time dashboards for your non-employee headcount, worker classifications, and skills. The platform can also automate timesheets, bills, payments, and invoices, helping you keep track of spending while saving time on manual processes.

With functionality that looks particularly promising, Utmost Front Door is designed to simplify the hiring manager experience with a consistent external talent request process across the whole enterprise. Whether it's for contingent staff, employees, SOW workers, freelancers, or others, hiring managers can submit their request from a single "front door" using a wizard that walks them through the process. Utmost is also designed with your entire talent ecosystem in mind, with workflows that enable collaboration and transparency across suppliers, Managed Service Providers (MSPs), workers, and managers.

For enterprise firms that rely on a significant non-employee talent pool, solutions like Utmost for Workday customers can help them be future-ready by providing clarity on sourcing, tracking and spending now and into the future.

*Ben Eubanks*  
*Chief Research Officer*

## About Lighthouse Research & Advisory

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[Lighthouse Research & Advisory](#) is a modern, independent analyst firm dedicated to setting the standard for excellence in talent, learning, and HR with practical research and a hands-on approach. By providing compelling research and actionable insights, our team enables HR, learning, and talent leaders to deliver more value to the business. Our research examines competitive practices, cutting-edge technologies, and innovative strategies.

[Ben Eubanks](#) is the Chief Research Officer at Lighthouse, providing insights for today's talent leaders and vendor partners. He works with practitioners from areas across the HCM spectrum, delivering high-quality research, insights, and advisory services to enable better business performance. His book, [Artificial Intelligence for HR](#), was published in 2018.

Prior to joining Lighthouse, Ben worked as a researcher, writer, and speaker for nearly more than 10 years, focusing on learning, talent acquisition, and talent management. During his tenure as a researcher, he has published more than 1,000 reports, case studies, and articles in addition to providing advisory services to executives from some of the largest and most respected organizations in the world.

He also has hands-on experience working as an HR executive, leading both strategic and tactical talent practices and giving his research a distinctly practical perspective. Ben has interviewed business leaders from notable organizations such as Southwest Airlines, IBM, H&R Block, McDonald's, AARP, and AlliedUniversal in his role as the host of [We're Only Human](#), a podcast focused on the intersection of people, technology, and the workplace.

He hosts [HR Tech Talks](#), a livestream show on LinkedIn and YouTube featuring a variety of vendors from across the HR technology industry. In addition, he founded and operates [upstartHR.com](#), a community serving HR leaders that has reached more than one million readers since its inception.