

The Dallas Debrief.

From the Group Chat.

Our team spent the week in conversation with contingent workforce program leaders. These are the **four themes** we heard most, and what we think they mean for your program.



Dallas Debrief
myBasePay team, you



You're back! Okay, what was everyone talking about?

MBP

Okay, first off: VOR. By a mile.

Hot 🔥

x2 !

MBP

Vendor of Record came up more than anything else. It was the **strongest theme** across our conversations.

Wait, why is VOR suddenly the hot topic?

Same 🙄

Our read: it comes down to control. A VOR model puts one partner in charge of contracting, compliance, and payment for suppliers that would otherwise sit outside the program.

📋 QUESTIONS WORTH ASKING ABOUT YOUR PROGRAM

- ? How many suppliers are paid outside your MSP or VMS today?
- ? Who carries the compliance risk for smaller vendors?
- ? Can you see total spend across all of them in one place?

MBP

Saved 📌

Good news, we run VOR programs every day. Happy to compare notes anytime.

Love ❤️



Love it. What else?

MBP

Number two: direct sourcing. Everyone has it now. It is officially table stakes. The real question in the room was whether companies are **doing it right.**

Called it 🎯

So what does "right" actually look like?

☰ WHAT STRONG DIRECT SOURCING PROGRAMS HAVE IN COMMON

1 A curated, engaged talent pool. Workers who are vetted, current, and ready to redeploy.

2 Compliance built in. Correct classification and payrolling for every worker who comes through it.

3 Connection to the wider program. Integrated with your MSP and VMS so it does not become another silo.

4 Clear measures. Time to fill, cost per hire, and the worker experience, tracked from day one.

MBP

Saved 📖



MBP

Honestly, this is our favorite topic. It is where our experience runs deepest. Getting the classification and payrolling layer right is what lets the rest of a direct sourcing program work.



Okay, anything that surprised you?

Read

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Yes, and this is **number three: the fundamentals.** So many programs are still wrestling with them. After all these years, the same list kept coming up.



⚠️ **WHERE PROGRAMS ARE STILL STUCK**

- 🕒 **MSP and VMS performance.** Programs are asking whether their current partners and tools are delivering.
- 👤 **Speed to onboard.** Every day between offer and start is a day a candidate can walk away.
- 📄 **SOW management.** Statement of work spend is still hard to track and govern.
- ⚡ **Rapid deployment.** The business needs talent in place faster than legacy processes allow.
- 👁️ **Workforce visibility.** Data spread across legacy systems makes a complete picture hard to get.

MBP

Relatable 🤝



FlexWorkOS brings onboarding, payroll, compliance, and workforce data into one view, so these stop being five separate headaches.

MBP

And AI? Was it everywhere?

Less than you would think! **AI was a quieter number four.** It came up in some conversations, but not as widely as the other three. The focus was on people: how to **upskill and reskill** the workforce as AI changes the work.

Wait, really? 🤖

Our prediction: it gets a lot louder next year.

MBP

Watching 👁️

This is so helpful. Who do I talk to?

Read

Let's keep this conversation going.

VOR, direct sourcing, or the fundamentals. We will walk through what we heard and what it means for you.

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