

Workday VNDLY Vendor Management System (VMS)

Organizational reliance on contingent workers and statement of work (SOW) engagements is increasing year over year. Companies are looking to this critical segment of the workforce to fill hiring gaps, access specialized skills, control costs, and increase workforce agility. Yet many still manage these workers through spreadsheets and disconnected tools, creating risk, inefficiency, and limited visibility.

Workday VNDLY delivers a comprehensive, cloud-native VMS that connects people, processes, and data across your contingent workforce program. Unlike legacy systems that operate in a vacuum, Workday VNDLY is built for the era of Total Workforce Management. It functions as the core system of record for your contingent workforce, connecting to your wider technology ecosystem to bridge the gap between HR, procurement, finance, and IT.

Achieve program centralization.

Ensure everyone is on the same page, following defined processes and collaborating in a more efficient way by connecting all internal and external stakeholders involved in your contingent workforce program—from hiring managers, HR, and procurement, to program lead/Managed Service Providers and vendors.

Strengthen program governance and control spend.

Put the guardrails in place to drive spend optimization and ensure only approved vendors are engaged by introducing process standardization, approval workflows, preferred vendor distribution lists, and more.

Gain complete program visibility.

Get the full picture with a unified data model that consolidates information across all contingent worker and SOW engagements in one place. Understand the basics like headcount, roles, spend, and location, and use in-depth analysis to identify trends in program activity or vendor performance to refine your contingent workforce strategy.

Workday VNDLY Solutions

- Extended Workforce Management
- Statement of Work
- Worker Profile Management

Workday VNDLY Highlights by Numbers

130+ countries where our customers have contractors located

35+ languages supported

100+ self-service configuration settings

50+ local tax schemes supported

180+ currencies supported

4 data center locations (USA, UK, Germany, and Australia)

Streamline the sourcing process.

Reduce the time to fill open contingent roles with an intuitive user experience for hiring managers and vendors. Quickly create requisitions, compare candidates, and manage interviews while equipping vendors with insights into current and future roles to accelerate sourcing.

Take control of SOW-based work.

Manage complex SOWs with defined deliverables and milestones, gain clear visibility into project progress and spend, and build process controls that enable you to eliminate rogue spend, manage change orders, and facilitate contract negotiations—all within our highly secure environment.

Oversee vendor performance and improve relationships.

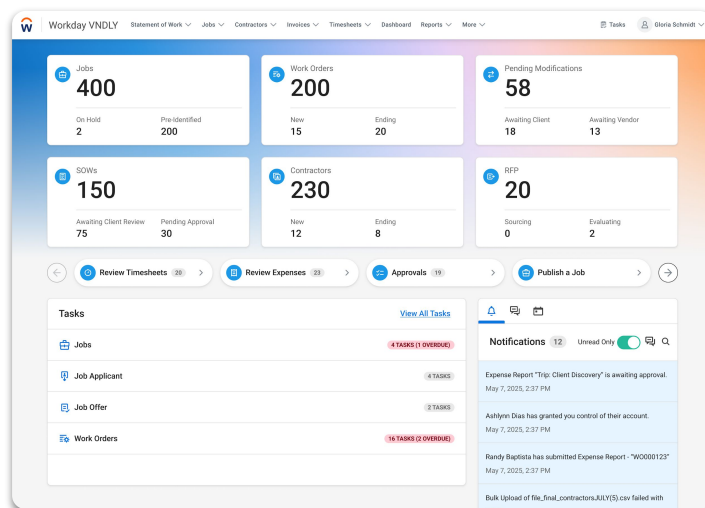
Identify preferred vendors, negotiate effectively, and direct demand to the best-performing suppliers with transparency into metrics like time to source, candidate quality, and spend. Improve collaboration and communication with vendors by giving them visibility into candidate status, the ability to maintain worker profiles, and access to performance dashboards so they can proactively take steps to improve.

Scale with agility.

Avoid the lengthy wait times associated with support ticketing systems with access to a flexible, rule-based framework. Self-serve configuration options empower you to modify approval workflows, rate cards, invoice settings, vendor distribution rules, and more.

Key Benefits

- Achieve Total Workforce Management with an API-based integration to Workday Human Capital Management
- Accelerate time to hire contingent workers
- Optimize statement of work management
- Gain complete program visibility
- Control program spend and uncover cost savings
- Drive global user adoption with localization capabilities
- Improve vendor collaboration and oversight
- Reduce manual effort and create efficiencies with business process automation
- Improve invoice accuracy with reduced invoice reconciliation
- Gain support across compliance requirements such as tenure policy management and timekeeping
- Enhance data quality and security measures with seamless systems integration



Access complete program visibility from the Workday VNDLY home screen.

Reduce risk and support global compliance efforts.

Localization capabilities and configurable workflows support local compliance requirements across key areas like invoicing, tax rate management, tenure policy management, and timekeeping. Customize how rates and values are calculated and create the formulas you need to meet requirements with a powerful calculation engine. System auditability, role-based access, and clear records of worker engagements reduce risk.

Enhance the user experience.

A modern, intuitive user interface simplifies everyday tasks for all users. Hiring managers can quickly create requisitions, review candidates, and approve time and expenses, reducing administrative burden. Vendors and contractors benefit from clear assignment details, simple time entry, and timely approvals, improving satisfaction and productivity.

Connect your technology ecosystem.

Remove manual effort and increase data security with seamless integration to human capital management (HCM), procurement software, direct sourcing platforms, identity and access management tools, and more.

Achieve true Total Workforce Management.

Workday VNDLY brings the final piece of the workforce puzzle—contingent workers—into view. When paired with Workday HCM, you gain a unified view of your total workforce and spend. Contingent workers light up in upstream and downstream Workday products—from Workday HCM to Adaptive Planning, Scheduling, Prism, Strategic Sourcing, and more. Every investment made in your full-time, frontline, and hourly workers can be harnessed for contingent workers in separate but visible systems, unifying visibility, improving data quality, and reducing administration.

Key Features

- Localization capabilities including languages, currencies, and more
- Intuitive manager and vendor self-service
- Easy-to-use, rule-based configuration capabilities
- Automated job requisition creation
- Full-services SOW management
- Simple time and expense tracking
- Complete vendor performance oversight
- Robust calculation engine and rate card management
- Flexible invoice template builder
- Dynamic program dashboards and custom report builder
- Integration to Workday Human Capital Management for seamless onboarding
- Integrations with key systems such as procurement, direct sourcing, and more

+1-925-951-9000 +1-877-WORKDAY (+1-877-967-5329) Fax: +1-925-951-9001 [workday.com](https://www.workday.com)

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