



# HOW WORK GETS DONE: SECURING THE TRANSFORMATION

## Physical Identity and Access Management for the Contingent Workforce

In these times of unprecedented change, contingent labor has become critically important across all industries and geographies. The modern workforce is experiencing a seismic shift as organizations increasingly need the flexibility to deploy contingent workers anywhere, any time. It's not just companies driving this shift - it's workers too. With an extended experience of working from home (WFH), going forward many people are choosing to work more flexibly than before.

According to SAP Fieldglass *Contingent Workforce Insights 2019*, **62 percent** of executives say their external workforce is important or extremely important in meeting their business needs. Although many companies excel in managing the financial side of contracts with Contingent Workers, they stop short of effectively managing the people and security aspects of these engagements. This under-management prevents organizations from maximizing value from their contingent workers and creates risks in security, safety, health and compliance.

External workers with Physical access to high-security and sensitive areas may pose substantial risk to the enterprise - especially if not fully integrated into a Physical Identity and Access Management strategy.

Compounding the problem is the fact that there is little automation and integration to track start and end dates for contracts and when access is granted or revoked. This creates blind spots, and exposes the organization to huge risks.



## EXTERNAL WORKFORCE



62%

**OF EXECUTIVES SAY THEIR EXTERNAL  
WORKFORCE IS IMPORTANT OR  
EXTREMELY IMPORTANT IN MEETING  
THEIR BUSINESS NEEDS.**

*SAP Contingent Workforce Insights 2019*



47%

**OF ORGANIZATIONS REPORT THAT THEY  
EXPERIENCE SECURITY BREACHES WITH  
NON-PAYROLL WORKERS.**

*SAP Contingent Workforce Insights 2019*

## **AUTOMATE PHYSICAL IDENTITY AND ACCESS MANAGEMENT**

Guardian External Workforce makes security, safety and privacy an integral part of the Contingent Worker hire-to-retire journey. It leverages SAP Fieldglass integration to automate and streamline physical identity and workspace access delivering 360 degrees of visibility and integrated worker access management.

## **ONE IDENTITY ACROSS MULTIPLE SITES**

The cloud-based Guardian External Workforce platform unifies the Contingent Worker identity lifecycle process across the entire enterprise, closing security gaps. Companies can manage and track individual Contingent Worker identities across multiple Physical Access Control Systems (PACS) and work sites, automating Physical access for onboarding, transfers, job changes, training/certification validation and off-boarding tasks. Managers are automatically notified when contract periods are expiring, eliminating the threat from terminated contractors holding active badges to access the facility. Portal access allows designated trusted agents to enroll contractor employees remotely for validation prior to onsite arrival.



## **COVID-19 SECURITY AND SAFETY OF CONTINGENT WORKERS**

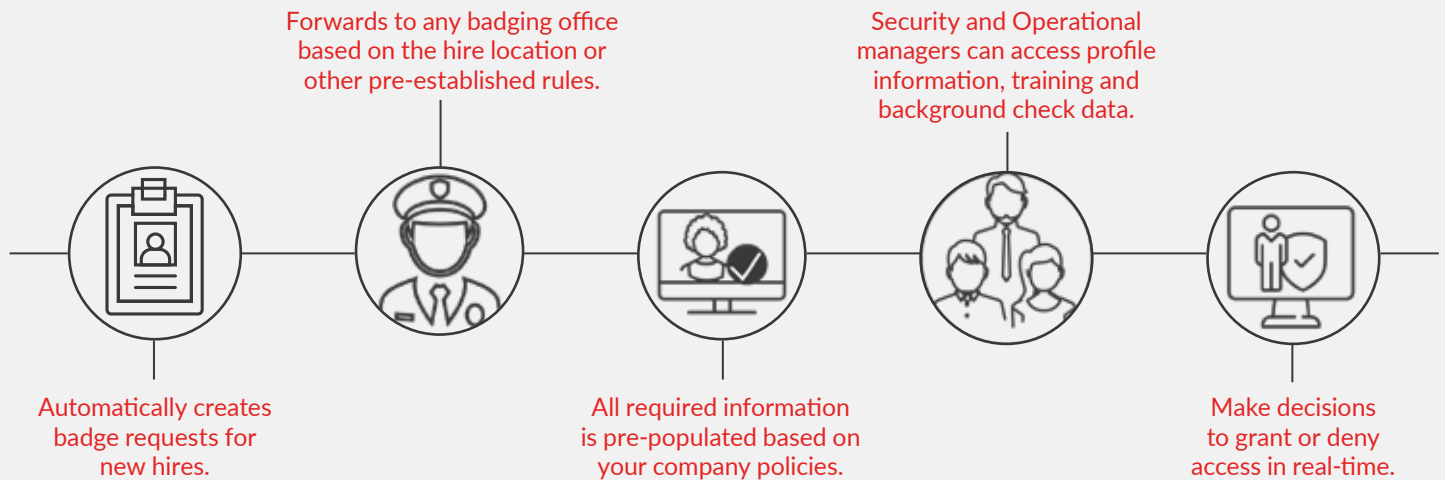
The Health, Security and Safety of the workforce are now the topmost priorities for most organizations. Businesses have launched global action plans against COVID-19 to maintain business continuity and quality of supply chain, while protecting customers, Contingent Workers, vendors and visitors. AlertEnterprise COVID-19 Health and Safety Access Governance and Intelligence modules help the external workforce re-enter Physical locations safely, using self-attestation tools, enhanced analytics and contact tracing features to minimize risks.





## COMPLIANT ACCESS PROVISIONING

Certain industry segments are driven by compliance requirements where Contingent Workers with unescorted access have to pass all the same vetting requirements for background checks, training and certifications like full-time employees. However, their profiles are not stored in the HR system and managing compliance requirements for Contingent Workers in the organization becomes a frustrating manual task for Security and Operational managers. Guardian External Workforce automatically creates badge requests for new hires and forwards to any badging office based on the hire location or other pre-established rules. All required information is pre-populated based on your company policies - ensuring you're always in compliance. Both Security and Operational managers can access profile information, training and background check data and make decisions to grant or deny access in real-time. It follows the Contingent Worker from hire-to-terminate, closing blind spots and shoring up any security gaps with an integrated, seamless approach.



## THE DEAL WITH DEACTIVATING ACCESS

It makes perfect sense from a security standpoint to deactivate a Contingent Worker's access to any part of the facility once a contract has been completed. At the end of a worker's time with your company, or if their training/certification expires, Guardian External Workforce delivers a streamlined and secure process for badge deactivation and access removal. Without any manual intervention, or need to log into each Physical Access Control System, you can quickly deactivate a badge and revoke all access. In emergency termination scenarios, Physical badges are instantly deactivated, no longer allowing access to your sites and reducing risk to your organization.

## CONTROL AND MITIGATE RISK

When exceptions occur, Security managers want to get real-time intelligence and reports related to their Contingent Workforce. Reports revealing the number of lost, stolen, active and deactivated badges are metrics necessary for Physical Security to detect and mitigate risk. Reports include badge holders by badge status, badge holders by expiration date, badge status dashboard - active, lost, stolen, revoked and more.

# CONTINGENT WORKFORCE

The Contingent Workforce is essential to an organization's profitability – bringing workers to the enterprise when and where you need them. Without a controlled, seamless process that incorporates these workers in addition to employees and visitors, the risk across the enterprise compounds considerably. Guardian External Workforce integrates this key sector into Physical Access Identity Management to eliminate risk across security, safety, health and compliance – transforming how work gets done.

---

UP TO  
**56.7**  
MILLION U.S.  
NONTRADITIONAL  
WORKERS

*2018 U.S. Bureau of Labor Statistics*

## TYPES OF EXTERNAL WORKERS

- *Independent contract work*
- *Service delivery contract work*
- *Subcontractor work*
- *Online task contract work*
- *On-call contract work*
- *Temporary work*



[INFO@ALERTENTERPRISE.COM](mailto:INFO@ALERTENTERPRISE.COM)

[ALERTENTERPRISE.COM](http://ALERTENTERPRISE.COM)