



MAKE 2026 COUNT

The Staffing Playbook to Drive More Business

The start of a new year is more than a fresh page on the calendar. It's the ideal time to position your business for growth **by improving efficiency, protecting margins, and building stronger client partnerships.**

2025 was a difficult year for the staffing industry, marked by slower growth, rising labour costs, and continued economic uncertainty across Europe. Clients are tightening budgets and demanding greater transparency, expecting their staffing partners to deliver real-time data on spend, cost, and performance as part of every procurement or renewal conversation. Technology has become central to those discussions — and agencies that can provide accurate, reliable insights are the ones maintaining trust and securing long-term client relationships.

This guide shares five actions directors can take now, with the help of a Vendor Management System (VMS), to make 2026 count: improving control, strengthening performance, and driving growth in the months ahead.

The agencies that start 2026 with control, clarity, and data-led operations will be the ones that grow fastest.



1. GAIN FULL OPERATIONAL & COMMERCIAL VISIBILITY

Consolidate fragmented systems and data

When key data sits in different systems or spreadsheets, it becomes difficult to make confident decisions. Without a unified view of team, client and vendor activity, you can't see which accounts drive profit or where inefficiencies are hiding.

How a VMS helps

- ▶ Centralizes spend, fulfilment, and performance data into one platform
- ▶ Integrates with ATS, back offices, CRM, and billing tools for a single source of truth
- ▶ Standardizes reporting across sites and countries

Impact on your business

- ▶ Save hours of manual reconciliation each week
- ▶ Improve accuracy and speed of reporting
- ▶ Equip your teams with client-ready insights backed by data



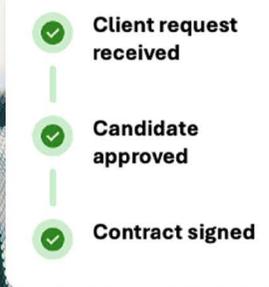
Client Spotlight: Manpower

With Pixid VMS, Manpower Switzerland's teams benefit from centralized data and improved performance analysis. By reviewing key metrics weekly, they gain clear insights to ensure high client service performance and identify necessary adjustments.



Quick Win for 2026

Run a short data review. Identify where reports are duplicated, delayed, or incomplete. Use that insight to prioritise which metrics need to be centralised first.





Quick Win for 2026

Choose one client with heavy administrative load and test an automated approval process. Measure the time saved per week. It's often more than you expect.

2. AUTOMATE TO FREE CAPACITY AND PROTECT MARGINS

Replace repetitive tasks with automated workflows

Manual processes drain resources and create inconsistencies that quietly erode profit. When your teams spend hours approving timesheets, checking rates, or correcting invoices, growth slows.

How a VMS helps

- ▶ Automates time capture, approval, and billing workflows
- ▶ Applies rules of the framework agreements and compliance controls automatically
- ▶ Creates audit-ready documentation for every placement

Impact on your business

- ▶ Handle twice the client volume with the same team
- ▶ Cut administrative time by up to 30%
- ▶ Ensure client trust with accurate, error-free invoicing



New job request
Truck driver

Skills

Navigation

Driver's license

Load securing & handling

Hourly rate

12

EUR



Client Spotlight: Randstad

Randstad introduced automated timesheet and compliance management with Pixid VMS. Within weeks, they doubled operational capacity without increasing team size, protecting both efficiency and margin.



Client Spotlight: Artus Interim

Artus Intérim used Pixid to automate key administrative tasks for both internal teams and clients. They eliminated repetitive manual work such as printing, signing, and data re-entry. Clients gained the ability to submit and approve timesheets electronically, improving accuracy and saving valuable time. The result was a faster, paper-free process that streamlined daily operations and enhanced service quality.

3. TURN OPERATIONAL EXCELLENCE INTO CLIENT VALUE

Make transparency your competitive edge

Clients value responsiveness and clarity more than ever. By digitizing your internal processes, you can deliver both.

How a VMS helps

- ▶ Offers real-time client dashboards on job status, spend, and performance
- ▶ Streamlines onboarding and approval flows
- ▶ Reduces friction in communication between clients, vendors, and internal teams

Impact on your business

- ▶ Strengthen renewals with measurable service performance
- ▶ Increase retention by embedding your agency into client workflows
- ▶ Move discussions from transactional to strategic



Client Spotlight: Manpower

Manpower launched Pixid VMS to simplify how mid-sized clients managed contingent labor. Within 10 weeks, clients were live, reporting faster fulfilment and easier oversight resulting in higher satisfaction and repeat business.



Quick Win for 2026

Identify one key client and introduce a shared dashboard or automated report. Replace static reports with real-time performance data to open a new conversation about partnership value.





Quick Win for 2026

Select one established client and review their data. Look for patterns in demand or spend that suggest expansion potential, then propose an adjusted service model or reporting upgrade.

4. DRIVE REVENUE FROM EXISTING CLIENTS

Turn insight into new commercial opportunities

Most agencies focus on efficiency first, but better visibility often leads to growth. Once you understand how clients use your services, you can expand programs, introduce new models, or charge for added value.

How a VMS helps

- ▶ Reveals new opportunities for client expansion through spend and performance analytics (placement rate, time to placement, request processing time)
- ▶ Enables agencies to charge for technology access, reporting, or vendor management services
- ▶ Expand your service offering by becoming a master vendor

Impact on your business

- ▶ Create recurring revenue through program management or platform access fees
- ▶ Win multi-site or multi-supplier contracts previously out of reach
- ▶ Differentiate with a managed service mindset, no matter your agency's size



John Smith

Timesheet

Week of Oct. 20 to Oct. 27

	Mon	Tues	Wed	Thurs
Regular hours	7	7	7	7
Overtime hours	0	1	0	2

Submit

5. BUILD FOR SCALE AND CONSISTENCY

Prepare for growth without adding complexity

Expansion can create as many challenges as opportunities. Without consistent processes, costs rise quickly and client experiences can deteriorate. Growth depends on consistent processes and unified data, not just more tools

How a VMS helps

- ▶ Standardizes workflows across agencies & client sites
- ▶ Adapts easily to new client requirements and structures
- ▶ Facilitates exchange of information between client sites to better fulfill client requests

Impact on your business

- ▶ Enable scalable growth without increasing complexity.
- ▶ Ensure consistent client experiences during expansion.
- ▶ Fulfill client requests seamlessly across all of their locations.



Quick Win for 2026

Create an onboarding playbook for clients using your VMS to ensure timely data collection, directly enhancing satisfaction and setting the stage for long-term success.



Applications



Contracts



Compliance



2026

READINESS CHECKLIST

Before the year ends, make sure your agency can:

- ▶ View your performance across all clients
- ▶ Identify potential weaknesses in your operations to enhance your customer service.
- ▶ Prove value to clients with clear, data-led reporting
- ▶ Identify revenue opportunities inside existing accounts
- ▶ Scale programs without adding extra cost or complexity

Conclusion: Build for Profitable Growth

The agencies that lead in 2026 will be those that combine operational excellence with commercial foresight.

A modern VMS does more than simplify processes — it transforms how your teams work, how clients perceive your value, and how profit flows through the business.

By focusing 2026 on visibility, automation, and scalability, you'll enter the year with stronger control, healthier margins, and a foundation for sustained growth.

Growth doesn't come from doing more. It comes from doing it smarter, faster, and with greater clarity.

WHY STAFFING AGENCIES CHOOSE **PIXID**

The trusted VMS partner for staffing growth

Pixid is the leading Vendor Management System (VMS) in Europe and the US, helping staffing agencies and their clients manage contingent workforces with speed, accuracy, and transparency.

With more than **€14B in spend managed annually**, Pixid supports **12,000 staffing branches** across 39 countries, connecting agencies, clients, and workers through one cloud-based platform.

1

Built for Staffing Agencies

Pixid is designed around the way agencies actually work. Its flexible modules adapt to master vendor, neutral vendor, or hybrid models, giving you the structure to scale at your own pace.

2

Quick to Implement

Typical deployment takes weeks, not months. The interface is simple and intuitive, which helps drive fast adoption among recruiters, clients, and suppliers alike.

3

Efficiency That Delivers Measurable ROI

Pixid automates core processes, from requisition to invoicing, and provides real-time reporting dashboards for both internal and client teams.

- ▶ Agencies using Pixid report **average savings of 2.35% of total spend** through time savings, fewer invoice errors, and tighter spend control.

4

Trusted, Secure, and Scalable

Pixid is ISO 27001 certified and GDPR compliant, providing secure, reliable access at all times. The cloud-based platform integrates easily with systems such as SAP, ADP, and Horoquartz, creating a connected environment that simplifies and safeguards every stage of staffing management.

Client Voices

We have integrated Pixid VMS as a real commercial asset. It allows us to offer a comprehensive, simple and effective solution.



Jérôme Vallat, Head of Strategic Business
Projects at Manpower Switzerland



A SCALABLE PARTNER FOR **2026** AND BEYOND

Whether you're supporting a few key clients or managing large multi-site programs, Pixid gives your agency the tools to grow without adding complexity. The platform helps you operate with greater efficiency, maintain consistency across accounts, and demonstrate measurable value to every client.

With Pixid, agencies can scale confidently, delivering the digital experience clients expect while strengthening internal control and commercial performance.

[Learn more at pixid-vms.com](https://pixid-vms.com)

