

# Third Party Contingent Worker (Contractor) Conversion to FTE (Full Time Employee)

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## Problem Statement

In substantial enterprises, organizations employ a significant number of contingent workers on contract-based terms. Many of these contingent workers are eventually recruited as full-time employees within the organization. However, the transition from contingent worker to full-time employee is currently a complex process, necessitating cooperation among various teams and typically taking weeks to complete. Although new access is granted to these employees, some conversions may require the preservation of their previous access and accounts. In some cases, managers might opt to maintain both the contingent worker and employee profiles active concurrently to prevent any loss of access, leading to potential compliance and security issues. Consequently, the organizations might request support from to identify these converted user identities and facilitate a smooth transition of access and accounts from the old identity to the new one.

The solution implemented in Saviynt begins by identifying corresponding identities from various sources based on a specific attribute. After the identities have been matched, the former accounts from the contractor profile are moved into the new employee profile. These accounts are then updated with the new employee's metadata. If these accounts were previously disabled,

they are subsequently enabled. Managers are then informed about these conversions. Additionally, if there are no users in the IGA with matching attributes who have been marked for conversion, notifications are sent back to the HR team to either change the values or the record will be taken as New Hire.

## Customer Value

The solution guarantees a smooth transition of a user to a full-time position within the organization, ensuring there is no disruption in productivity. It also ensures that no old accounts or access permissions are lost.

The solution, now implemented in the customer's environment, has significantly streamlined the conversion process, reducing the overall time required by more than 90 percent.

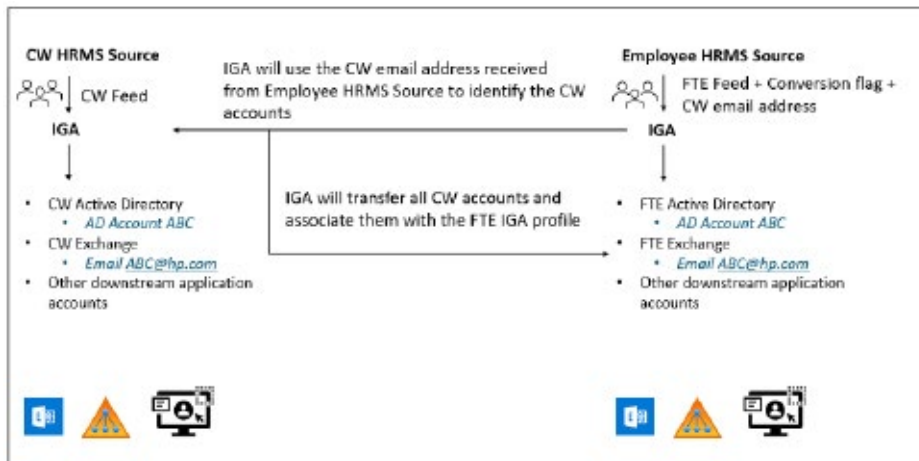
## Solution Benefits

The solution guarantees a comprehensive and efficient remediation of the conversion process. It ensures no loss of access or data, no duplication of accounts and allows for facilitating a smooth and seamless transition.

## Value Add

- The existing process of conversion is manual in nature involving coordinated efforts of multiple teams including the HR Sources, Directory Services and other downstream app teams.
- IGA will re-use the old mailbox
- Seamless transition for the end user
- Truly zero productivity loss which is the sole purpose of the conversion
- No new account creations required (The teams used to create new accounts and update it with the new employee metadata manually)
- Mitigated potential risk of getting manual approvals and manual work of assigning mailboxes back to new employee record

## CW to FTE Conversion Process



## Customer Values

### Re Usability

- Account names remain the same
- Email and mailbox remain the same

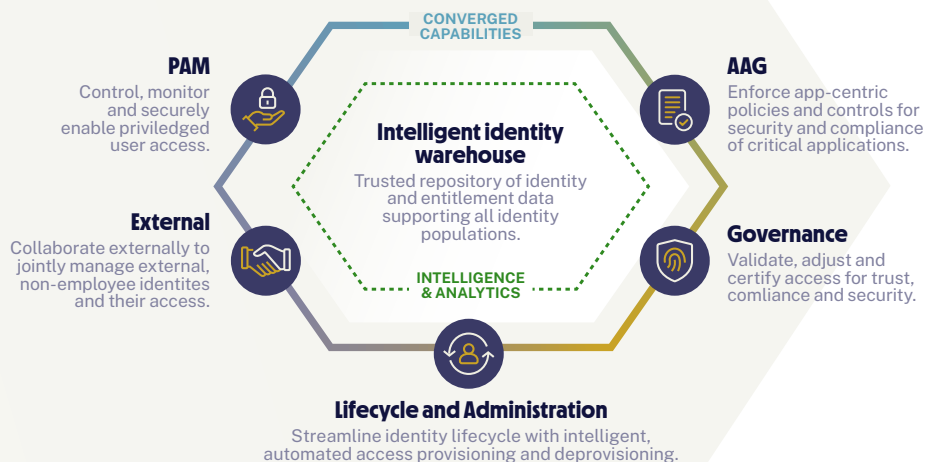
### Seamless transition for the end user

- Closed loop remediation of the converted users

### Elimination of potential compliance/security issue

- Old Identity deactivated, and the new employee Identity attached to the old CW accounts.
- No new account creations

The Identity Cloud combines core identity security capabilities in a single platform that enhances security while reducing costs and management headaches.



### Next Steps

- View the extensive library of integrations at <https://saviynt.com/integrations> to see detailed information and implementation guides designed to help you get the most from the Enterprise Identity Cloud.

## ABOUT SAVIYNT

Saviynt is the leading identity governance platform built for the cloud. It helps enterprise customers accelerate modern cloud initiatives and solve the toughest security and compliance challenges in record time. The Saviynt Enterprise Identity Cloud converges IGA, granular application access, cloud security, and privileged access into the industry's only enterprise-grade SaaS solution.

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