SECURE EMPLOYEE OFFBOARDING
WHY, WHAT AND HOW

Workforce turnover and offboarding are at an all time high

69,000,000

US workers "separated" from their jobs last year[1]

51% of employers expect to cut jobs in 2022[2]

64% of employers expect voluntary turnover to increase[2]

Modern workplace trends increase offboarding complexity

Hybrid and Remote Work
64%
of companies have majority remote employees[3]

SaaS Proliferation
187
SaaS applications on average in mid/large companies[4]

Cloud Acceleration
80%
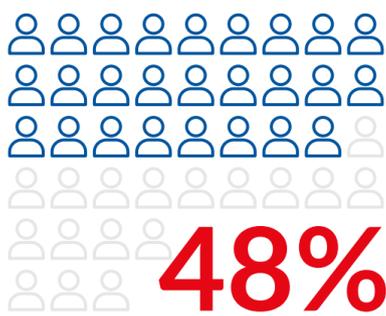of enterprises pursuing hybrid/multi cloud[3]

Incomplete offboarding creates security, compliance and financial risk

27% of companies lost more than 10% of corporate-issued endpoints during employee offboarding[5]

42% of organizations reported at least 5% instances of unauthorized access to SaaS and cloud resources after employee departure[5]
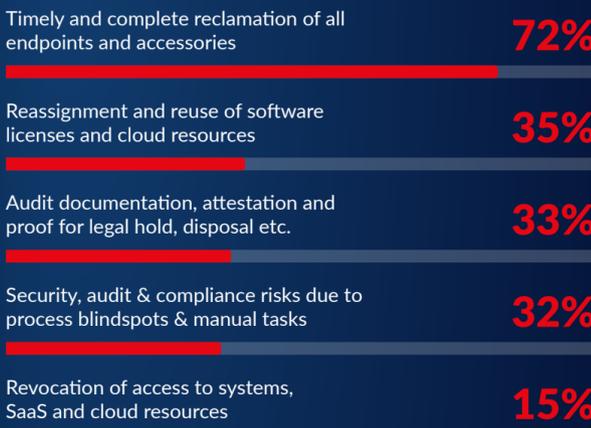
53% of remote workers deviate from policies[3]

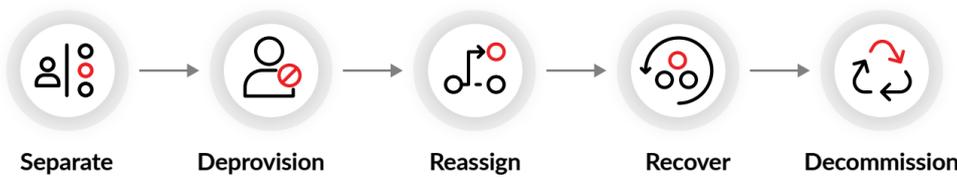## Lack of process automation creates offboarding blind spots

48% expressed doubt about their process automation workflows to streamline onboarding and offboarding - indicating issues, deficiencies and room for improvement[5]

Top offboarding challenges due to process deficiencies and lack of automation[6]

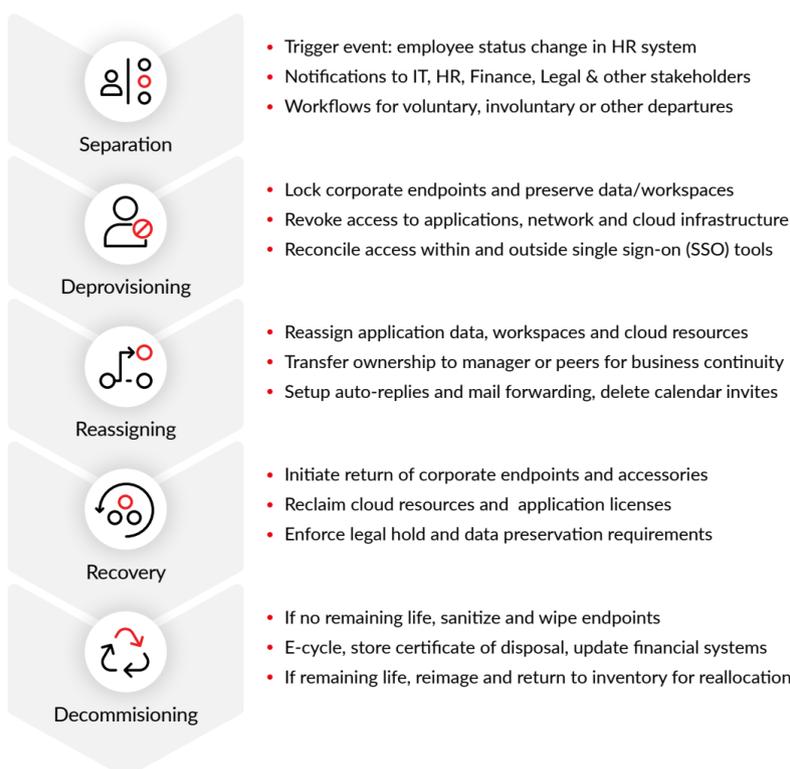| Challenge	%
Timely and complete reclamation of all endpoints and accessories	72%
Reassignment and reuse of software licenses and cloud resources	35%
Audit documentation, attestation and proof for legal hold, disposal etc.	33%
Security, audit & compliance risks due to process blindspots & manual tasks	32%
Revocation of access to systems, SaaS and cloud resources	15%

Secure Offboarding Process Automation: From Separation to Recovery

Automate employee offboarding workflows to reduce security, compliance and financial risk.

Separate → **Deprovision** → **Reassign** → **Recover** → **Decommission**

Essential steps for successful offboarding workflows

Separation
- Trigger event: employee status change in HR system
- Notifications to IT, HR, Finance, Legal & other stakeholders
- Workflows for voluntary, involuntary or other departures

Deprovisioning
- Lock corporate endpoints and preserve data/workspaces
- Revoke access to applications, network and cloud infrastructure
- Reconcile access within and outside single sign-on (SSO) tools

Reassigning
- Reassign application data, workspaces and cloud resources
- Transfer ownership to manager or peers for business continuity
- Setup auto-replies and mail forwarding, delete calendar invites

Recovery
- Initiate return of corporate endpoints and accessories
- Reclaim cloud resources and application licenses
- Enforce legal hold and data preservation requirements

Decommisioning
- If no remaining life, sanitize and wipe endpoints
- E-cycle, store certificate of disposal, update financial systems
- If remaining life, reimage and return to inventory for reallocation

Oomnitza automates offboarding to reduce security, compliance and financial exposures[6]

Before Oomintza

72% of organizations struggled with timely and complete reclamation of all endpoints and accessories when offboarding employees

40% of organizations were unable to effectively manage employee onboarding and offboarding in an automated, secure and compliant manner

With Oomintza

40% of customers improved hardware reclamation processes and realized cost savings

35% of customers improved employee offboarding process automation, accuracy and completeness

1. U.S. Department of Labor, June 2022
2. McKinsey Quarterly: Great Attrition or Great Attraction
3. Cybersecurity Insiders Attack Surface Management report, 2022
4. Okta, Businesses at Work 2022 Report
5. 2022 State of Offboarding Process Automation report
6. TechValidate survey of Oomnitza users, October 2022

To learn more about how to automate your offboarding process, visit www.oomnitza.com/solutions/secure-offboarding/

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