

How Industry Leaders Manage Contract Workforces

Key characteristics of companies that define themselves as leading edge

One of the many interesting data points explored in the 2024 Workforce Solutions Buyer Survey concerns how businesses define themselves relative to other industry players. Respondents were asked to what extent they agree with the statement, “Our overall practices for our contingent workforce are leading edge.”

The following are some key characteristics of those that consider **themselves leading** edge versus **those that don’t**, and how both groups approach contract workforce management.



Adopting Technology Solutions

Nearly all (95%) survey respondents that considered themselves leading edge had a vendor management system in place to manage their contract workforce programs. By contrast, only 59% of aspiring organizations did.

95%
Leaders

59%
Aspirants



Freelancer Compliance and Payroll

Based on survey data, the importance of freelancer compliance and payroll solutions is well known. Industry leaders tend to engage with these solutions more commonly (77%), although aspiring organizations are not following far behind (61%).

77%
Leaders

61%
Aspirants



Recruitment Process Outsourcing

While some leading organizations in the survey outsourced recruitment efforts (for contingent workers specifically) to a dedicated third-party specialist, almost none of the aspiring organizations did.

23%
Leaders

2%
Aspirants



Direct Sourcing

Many leading organizations (33%) proactively sought out talent by more direct means, such as direct sourcing or maintained talent pools, whereas a smaller percentage (12%) of aspiring organizations utilized similar strategies.

33%
Leaders

12%
Aspirants



Strategic Planning

The majority of leading organizations included contract workforce management as an important part of overall strategic planning, yet only a small percentage of aspiring organizations considered it similarly.

51%
Leaders

12%
Aspirants

Source: Staffing Industry Analysts, Workforce Solutions Buyer Survey: 2024 Americas Results, April 23, 2024, <https://www2.staffingindustry.com/Research/Research-Reports/Americas/Workforce-Solutions-Buyer-Survey-2024-Americas-Results>