

A Comparative Analysis of Contract Workforce Program Priorities

How contract workforce management goals have evolved over the past five years

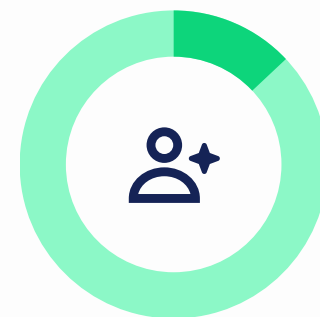
The series of Workforce Solutions Buyer Surveys have provided deep insight into the evolving priorities of organizations in managing their contract workforce programs. In comparing the recently published report in 2024¹ against that of 2019², it is clear that while some priorities remain consistent, others have shifted significantly, reflecting changes in market needs.

Filling Open Positions with Top Quality Talent



18%

2019: The highest priority for 18% of respondents.

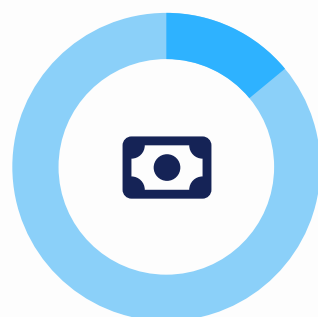


13%

2024: The second highest priority, chosen by 13% of respondents.

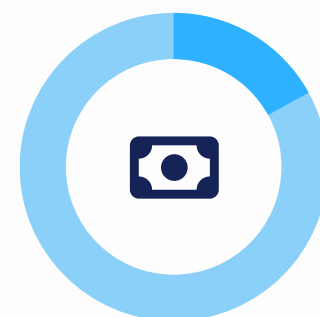
Although still crucial, the importance of sourcing top-quality talent slightly decreased in 2024.

Reducing/Controlling Costs



14%

2019: A priority for 14% of respondents.



17%

2024: The top priority for 17% of respondents.

Cost control has become a more prominent concern, reflecting perhaps tighter budgets and the need for efficiency.

Globally Integrating Contract Workforce Programs



15%

2019: The second highest priority at 15%.

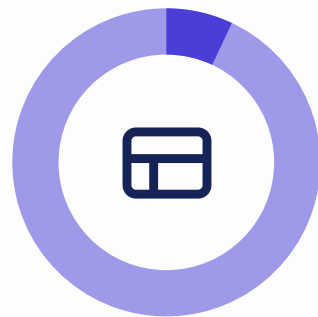


11%

2024: Less emphasized, with 11% prioritizing it.

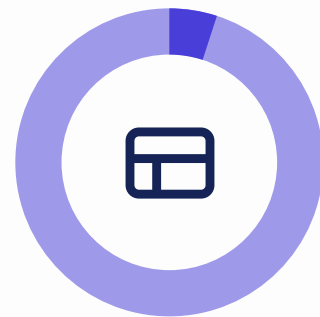
The emphasis on global integration has decreased, possibly due to maturation in global contract workforce strategies or shifting focus to other areas.

Implementing a VMS or MSP



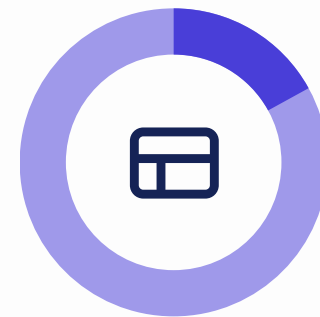
7%

2019: Implementing a VMS was a moderate priority at 7%.



4%

2019: Implementing a MSP was a moderate priority at 4%.

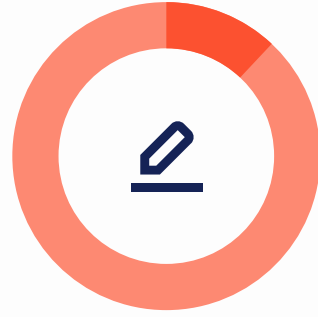


17%

2024: A combined 17% prioritizing VMS or MSP implementation (12% and 5%, respectively).

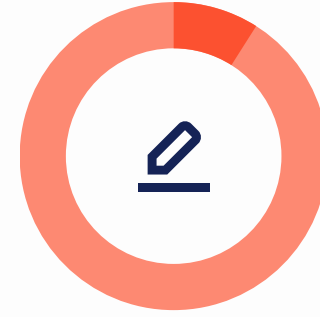
There is a noticeable increase in the emphasis on technology solutions like VMS and MSP, indicating a shift towards more structured and technology-driven contract workforce management.

Integrating Contract Workforce Programs into Corporate Planning



12%

2019: A priority for 12%.



9%

2024: A slightly lower priority at 9%.

While still important, integrating contract workforce programs into broader corporate planning has seen a slight reduction in emphasis.

Additional Insights

Direct Sourcing: Emerged as a notable priority in 2024, with 4 out of 11 "other" responses highlighting it. This was not a specified option in 2019, suggesting its growing importance in contract workforce program strategies.

Service to Internal Customers: Consistent emphasis with 11% in 2019 and 8% in 2024 prioritizing excellent service to internal customers. This underscores the ongoing focus on internal stakeholder satisfaction.

The comparison reveals that while some priorities like cost control and sourcing top talent remain consistent, there is a clear trend towards the increased importance of technology-driven solutions and direct sourcing. These shifts reflect the dynamic nature of contract workforce management and the need for organizations to adapt to changing market conditions and advancements in technology.

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

2. Staffing Industry Analysts, Workforce Solutions Buyer Survey: 2019 Full Report, October 8, 2019, www2.staffingindustry.com/Research/Research-Reports/Americas/Buyer-Survey-2019-Americas