



WEBINARS

CONTINGENT WORKFORCE
STRATEGIES COUNCIL



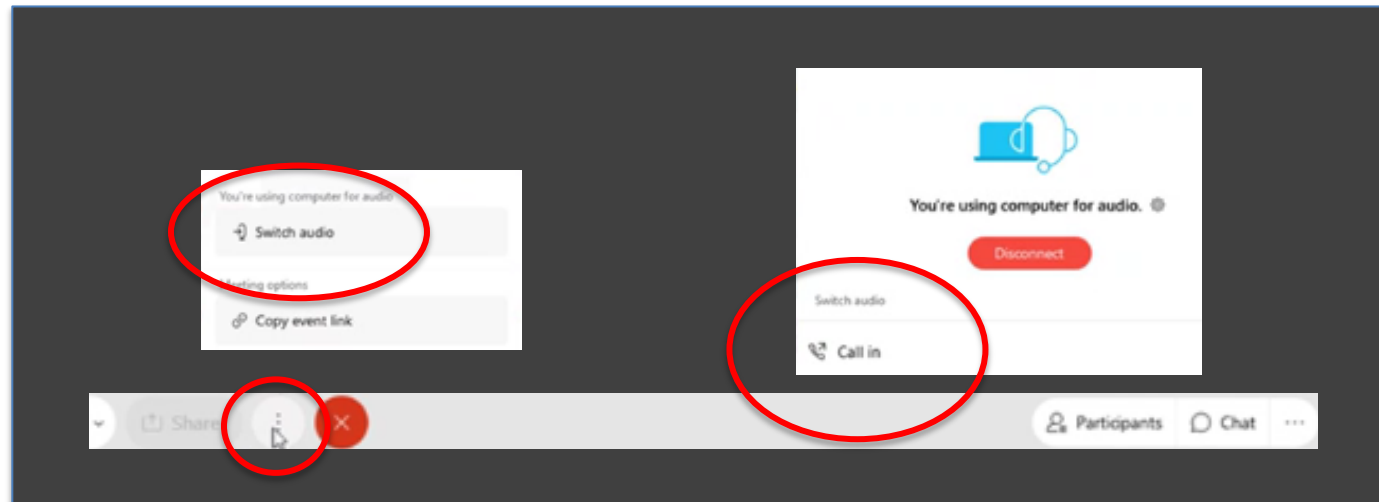
Driving Competitive Edge in a Hyper-Uncertain Talent Market: Harnessing Predictive Tools and Analytics

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AT WORK **LOGIQ**[®]

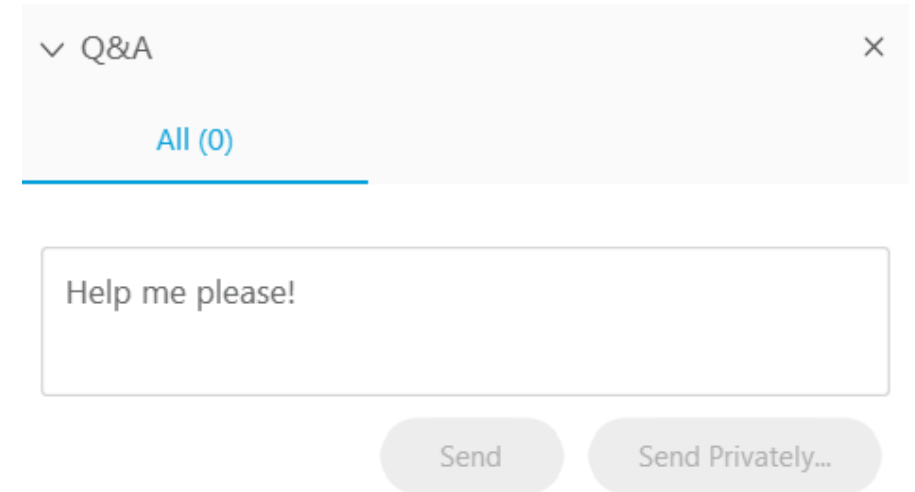
Audio

- **Listen through your computer** through your speakers after you log into the event.
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Questions?

- Questions may be submitted at any time.
- Click on the **Question Mark section** to open the Q&A window.
- Type your question into the small dialog box and click the Send Button.
- The presentation will be shared with registrants.



A screenshot of a Q&A interface. At the top, there is a header with a dropdown arrow and the text "Q&A" and a close button "X". Below the header, the text "All (0)" is displayed. A large text input field contains the text "Help me please!". At the bottom right of the input field, there are two buttons: "Send" and "Send Privately...".

Staffing Industry Analysts Product Overview



	Products & Services for Suppliers	Products & Services for Buyers
<i>Research & Advisory</i>		
<i>Events</i>		
<i>Editorial</i>		
<i>Certification & Training</i>		

CWS Council (partial list)



Version: 081220

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WEBINARS

CONTINGENT WORKFORCE STRATEGIES COUNCIL



Speakers:

- **Joe Hanna**, Chief Strategy Officer, Workforce Logiq
- **Chris Paden**, Director, Contingent Workforce Strategies & Research, SIA



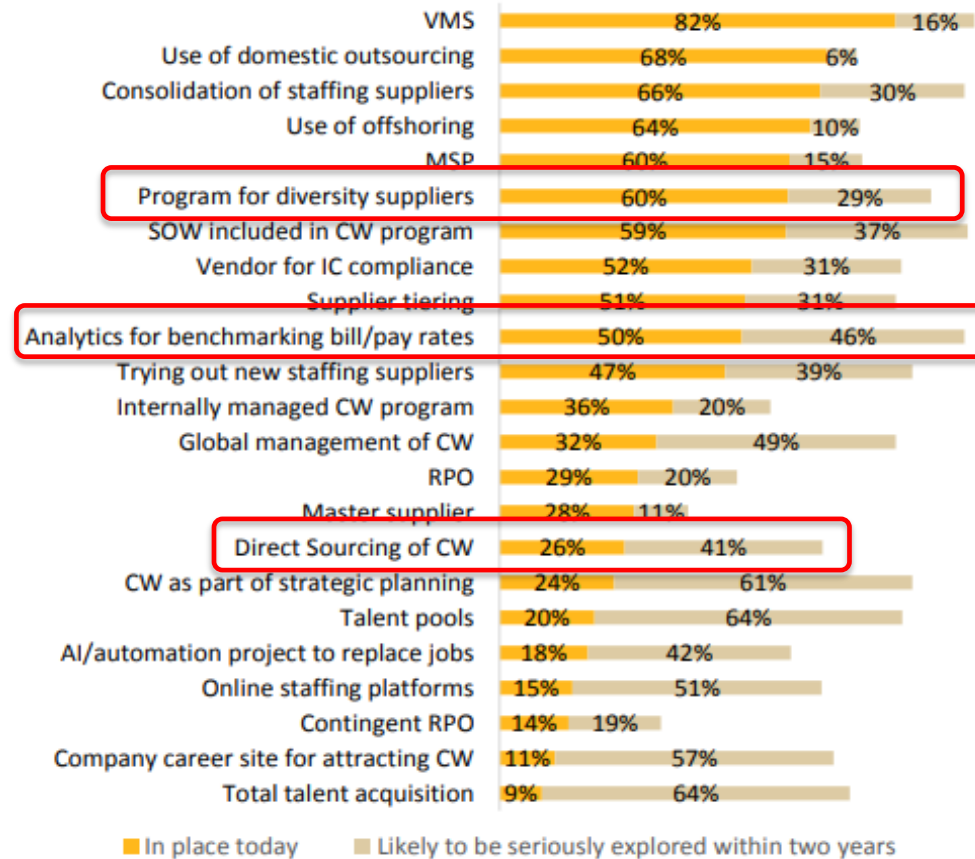
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What Initiatives are Important to Buyers?



Use of supplier management strategies, 2019



Number of respondents ranged from 145 to 148

Poll:

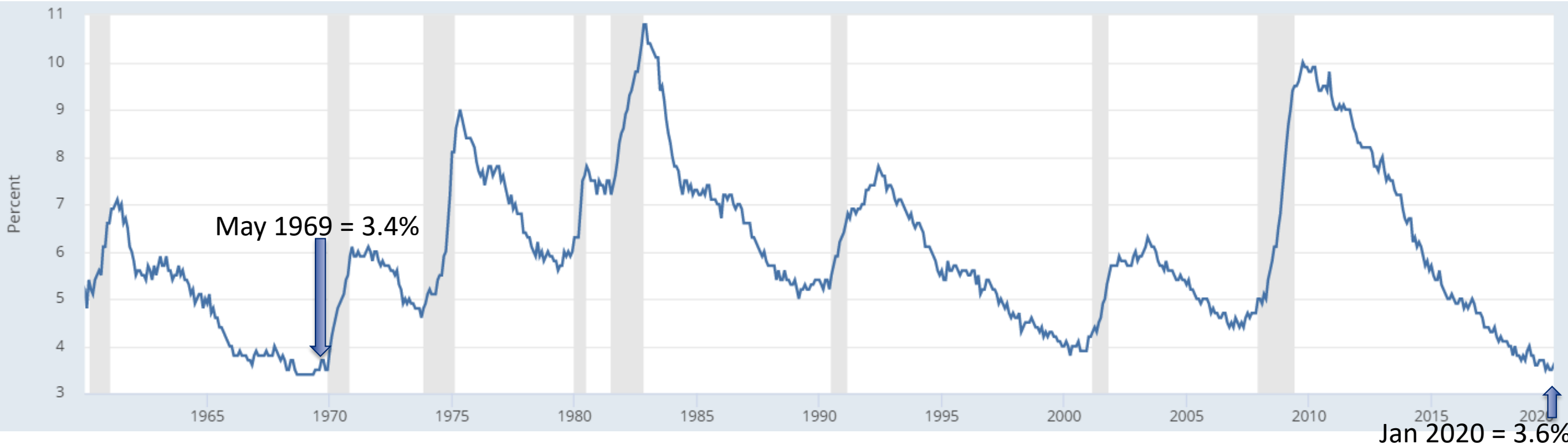
What are your programs priorities in the current market?

- A. Improve Time to Fill
- B. Improve Vendor Risk Management Capabilities
- C. Manage Cost with Better Compensation Intelligence
- D. Understand Labor Market Supply/Demand Trends and Impact
- E. Better Competitive Intelligence
- F. Improve Diversity and/or Veteran Contingent Recruitment

Life Before Covid-19...



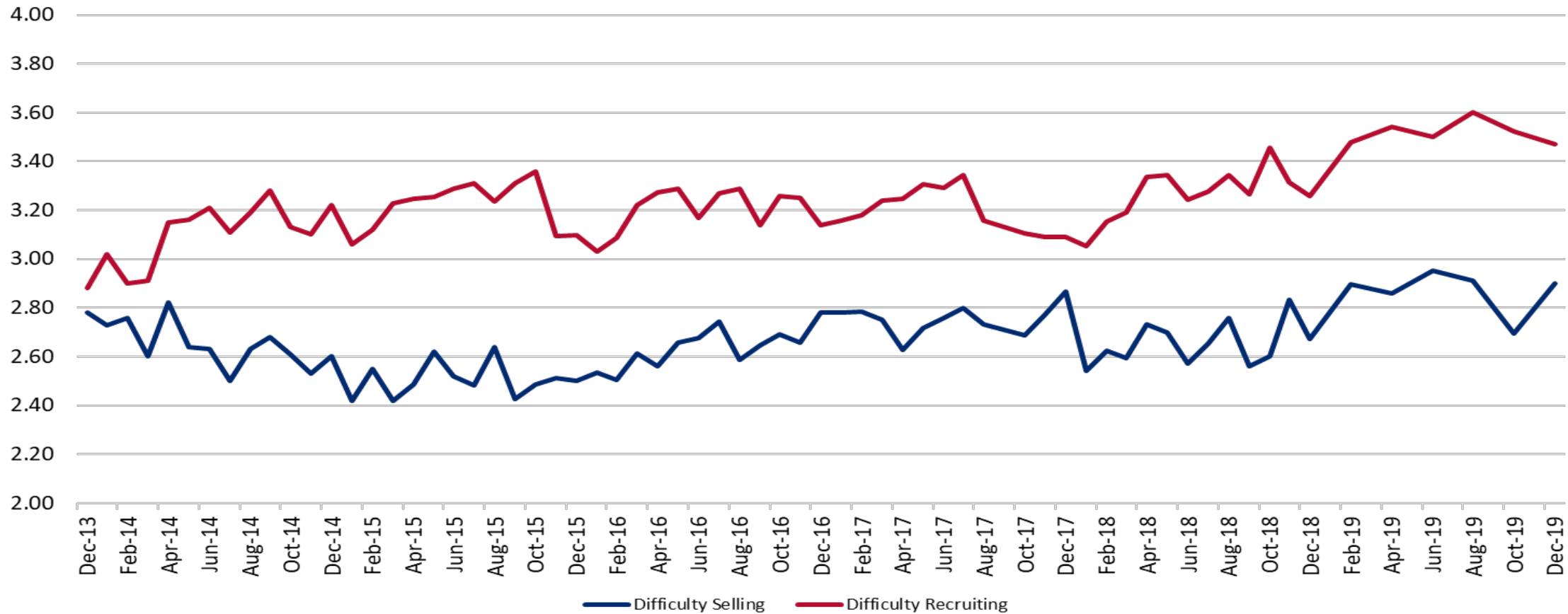
Unemployment at Historic Lows



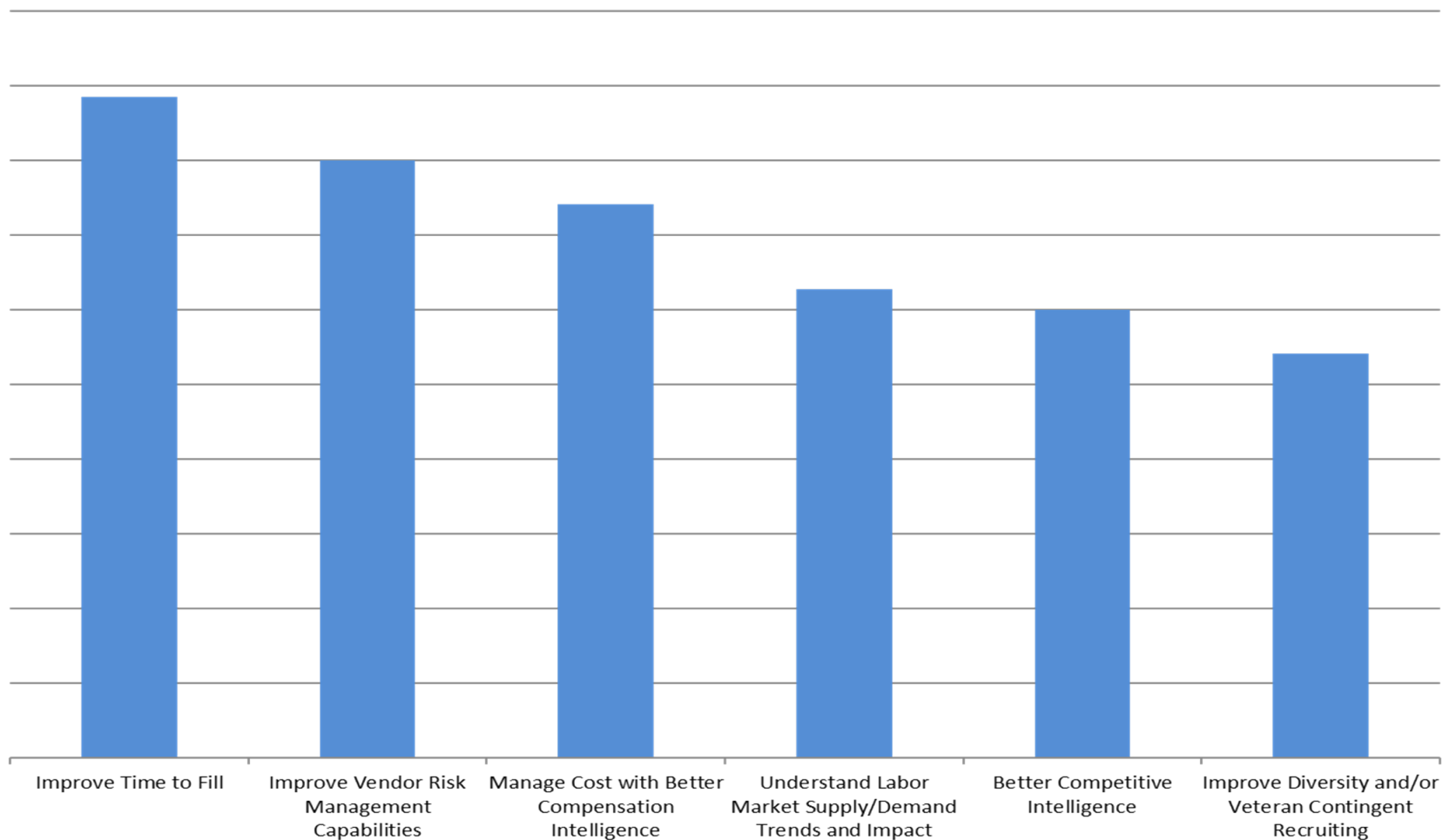
Market pre-Covid-19



Difficulty Recruiting vs. Selling Rating (1=low difficulty, 5=high difficulty)



Program Priorities Survey:



Workforce Logiq Customer Advisory Council: March 2020

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Life after Covid-19...

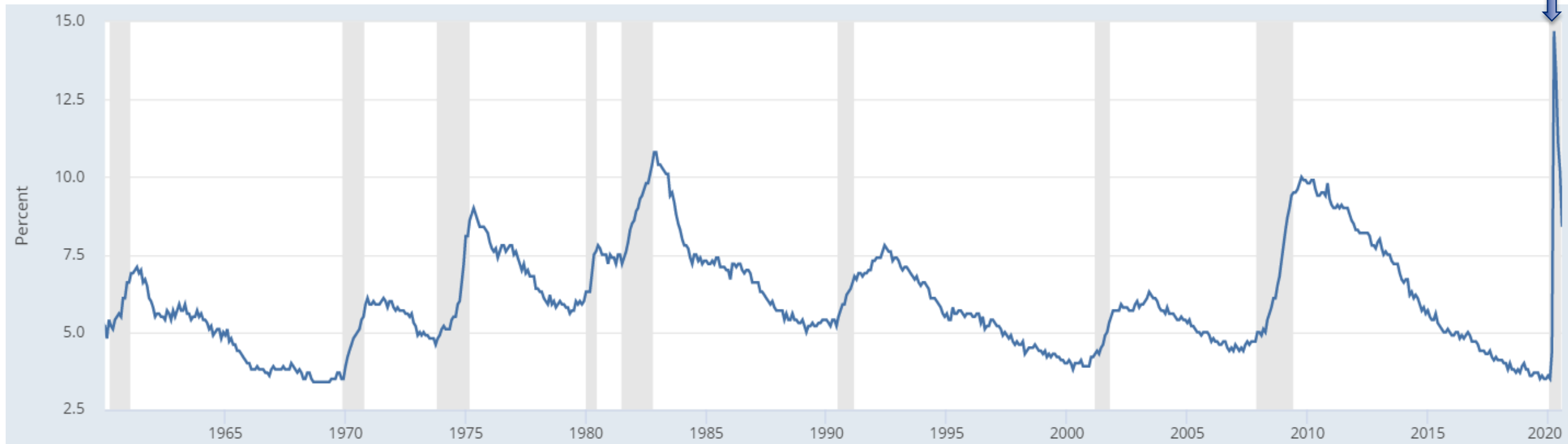


Unemployment at Historic Highs



US Unemployment Rate %
(Grey bar indicates recession)

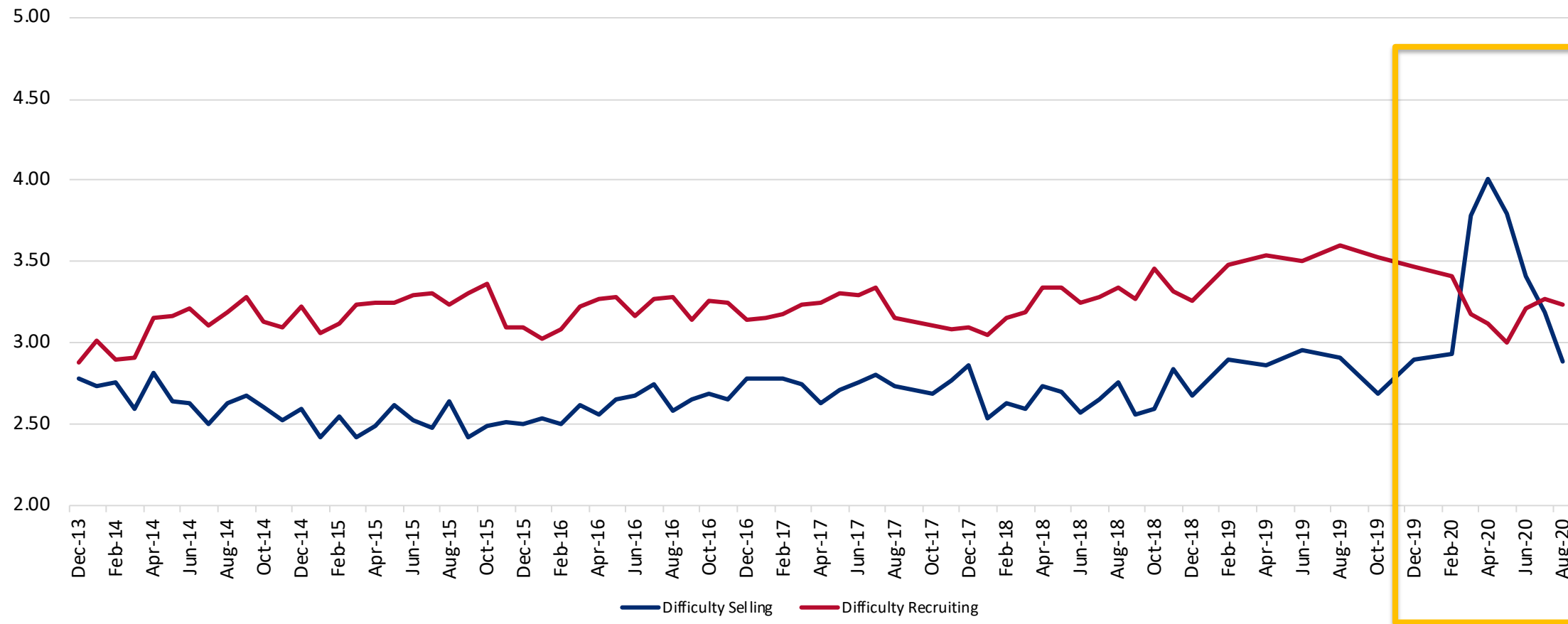
April 2020 = 14.7%



Market August



Difficulty Recruiting vs. Selling



Poll Results:

What are your programs priorities in the current market?

- A. Improve Time to Fill
- B. Improve Vendor Risk Management Capabilities
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- D. Understand Labor Market Supply/Demand Trends and Impact
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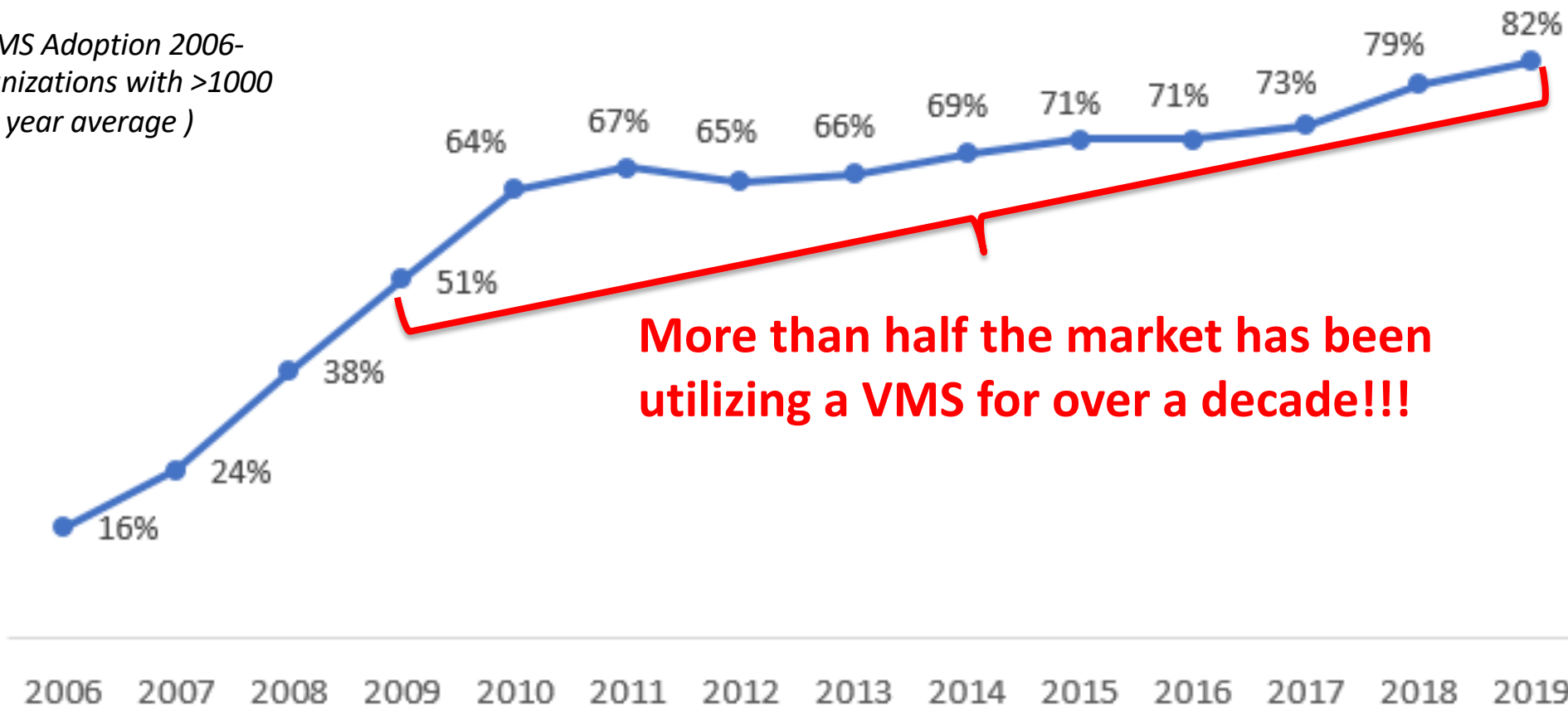
CW Programs Have Built the Core Infrastructure

CW Program Common Accomplishments

- ✓ Staff Augmentation Management
- ✓ Supplier Selection and Management
- ✓ Non-Employee Policy Creation
- ✓ VMS Technology Implementation

VMS Market Saturation

Increase in VMS Adoption 2006-2019 by Organizations with >1000 employees (3 year average)



More than half the market has been utilizing a VMS for over a decade!!!

Time for Innovation....



Workforce Adaptability

AI/Data Analytics

Talent Brand

Strategic Partners

Sourcing Strategy

Total Talent Acquisition

Automation

Diversity, Inclusion and Belonging

Market Change Sustainability

Better Compensation Intelligence Leads to Better Sourcing

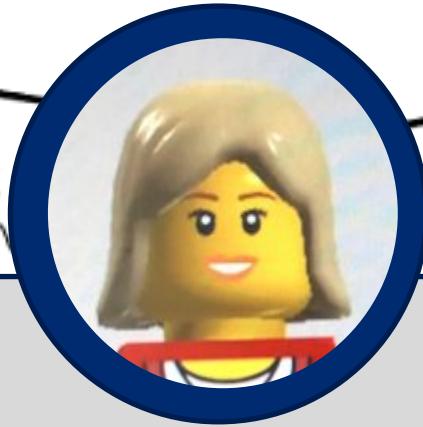
Can you leverage data to improve your sourcing strategies?



Candidate A
SW Developer
\$125/hr

4 Years of development
experience

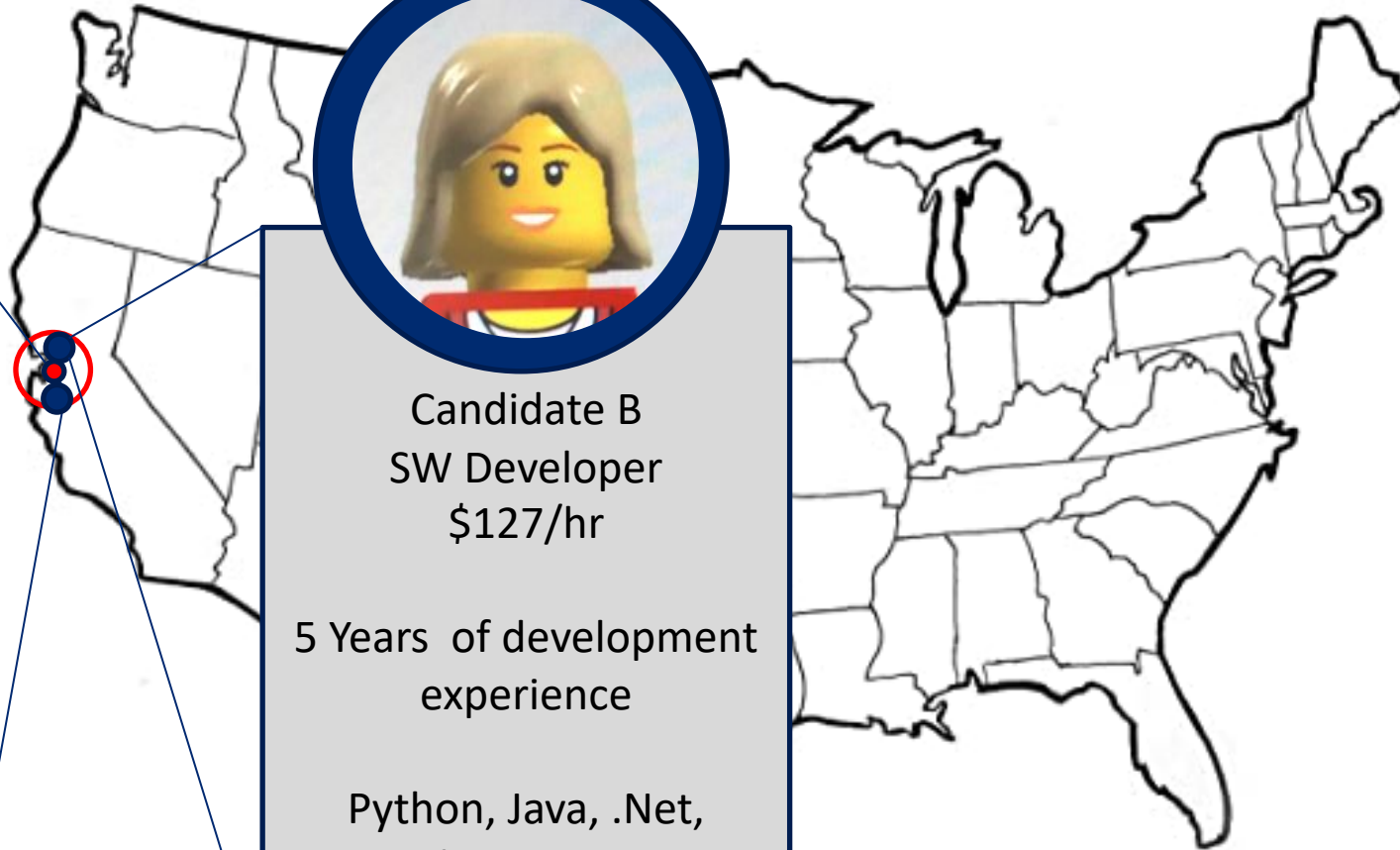
Python, Java, JavaScript,
.Net



Candidate B
SW Developer
\$127/hr

5 Years of development
experience

Python, Java, .Net,
Google Apps, HTML



Better Compensation Intelligence Leads to Better Sourcing



Candidate C
Full Stack Developer
\$98/hr

10 Years of development
experience

Python, JavaScript,
jQuery, AWS, HTML



Candidate D
Software Architect
\$108/hr

20 Years of development
experience

Java, JavaScript, HTML,
Python, HTML, SQL,
AWS, AngularJS, Ruby

Better Compensation Intelligence Leads to Better Sourcing



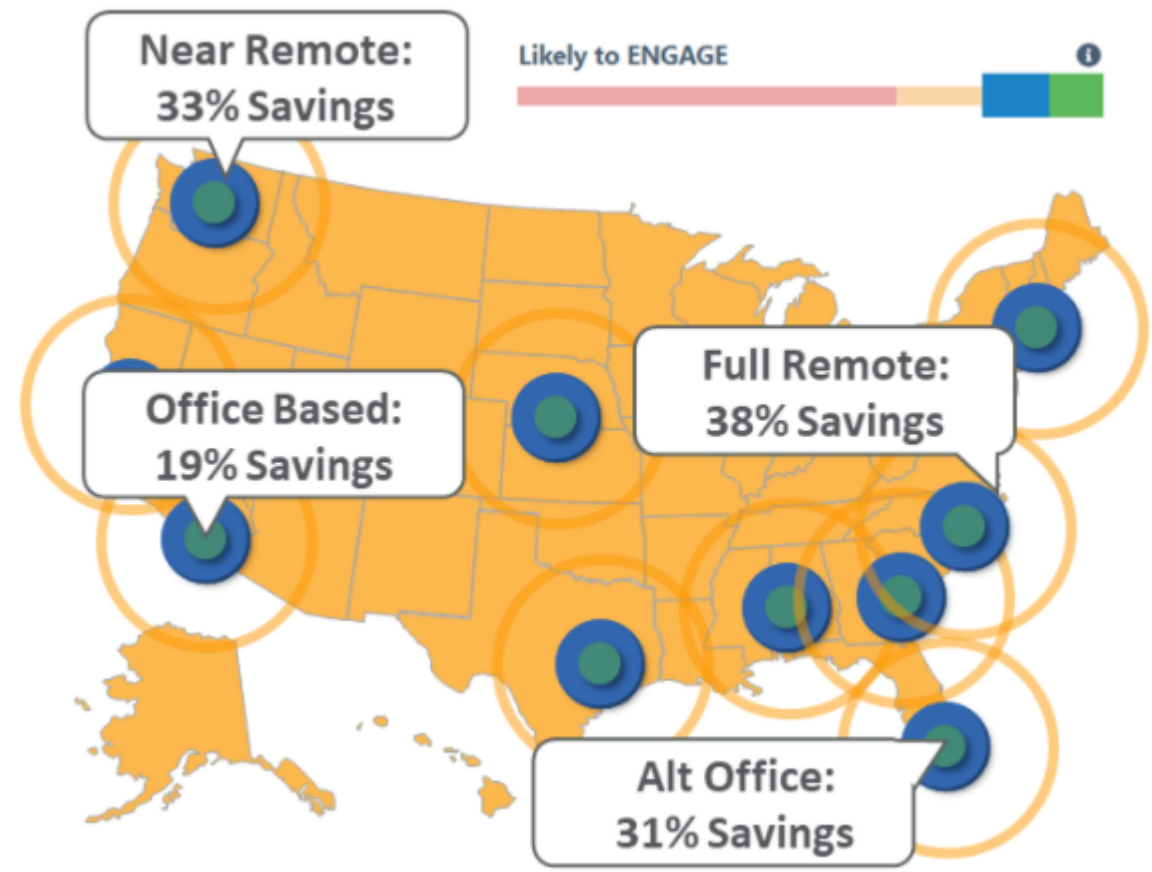
AI-powered Remote Work Algorithm: Workforce Logiq IQ Location OptimizerSM

Miami, FL	
11k TOTAL CANDIDATES	↑ 20% from THE NATIONAL AVERA
\$60k - \$93k ESTIMATED SALARY RANGE	↓ 10% from THE NATIONAL AVE
20% LIKELY TO ENGAGE	↑ 15% from THE NATIONAL AVE
ENGAGE Score Distribution	
Least Likely to ENGAGE	150
Less Likely to ENGAGE	560
More Likely to ENGAGE	1230
Most Likely to ENGAGE	1580

Geo-Selection EngineSM

Remote Role RecommenderSM

Role Collaboration IndexSM





Provides Insights for Alternative On-Site Locations

Likely to ENGAGE 1

Likely Open to Contingent Work 1

9k Est. Candidates Candidates Compensation Talent Profile List

Reset Job title: software engineer x Engage score: highest x high x City: los angeles, CA x menlo park, CA x seattle, WA x Country: United States

Skill: x java x web applications x php x xhtml x css x javascript x c++ x perl x python x software engineering x coding x

Show More

Job Title Auto
software engineer x Current

Include related jobs

Skills Auto
x java x web applications x
+ 10 ...

Industry
Begin typing an industry... Current

Company Name Auto
Begin typing a name... Current

Location
United States Current

Metro City State Postal

los angeles, CA x menlo park, CA x
seattle, WA x

radius miles

Seattle-Tacoma-Bellevue, WA: \$133k

Boston-Cambridge-Newton, MA-NH: \$109k

San Francisco-Oakland-Hayward, CA: \$142k

Los Angeles-Long Beach-Anaheim, CA: \$115k

Miami-Fort Lauderdale-West Palm Beach, FL: \$90k

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Let us guide you ^ 19

Organizational Volatility

Can you use data to predict retention risk?

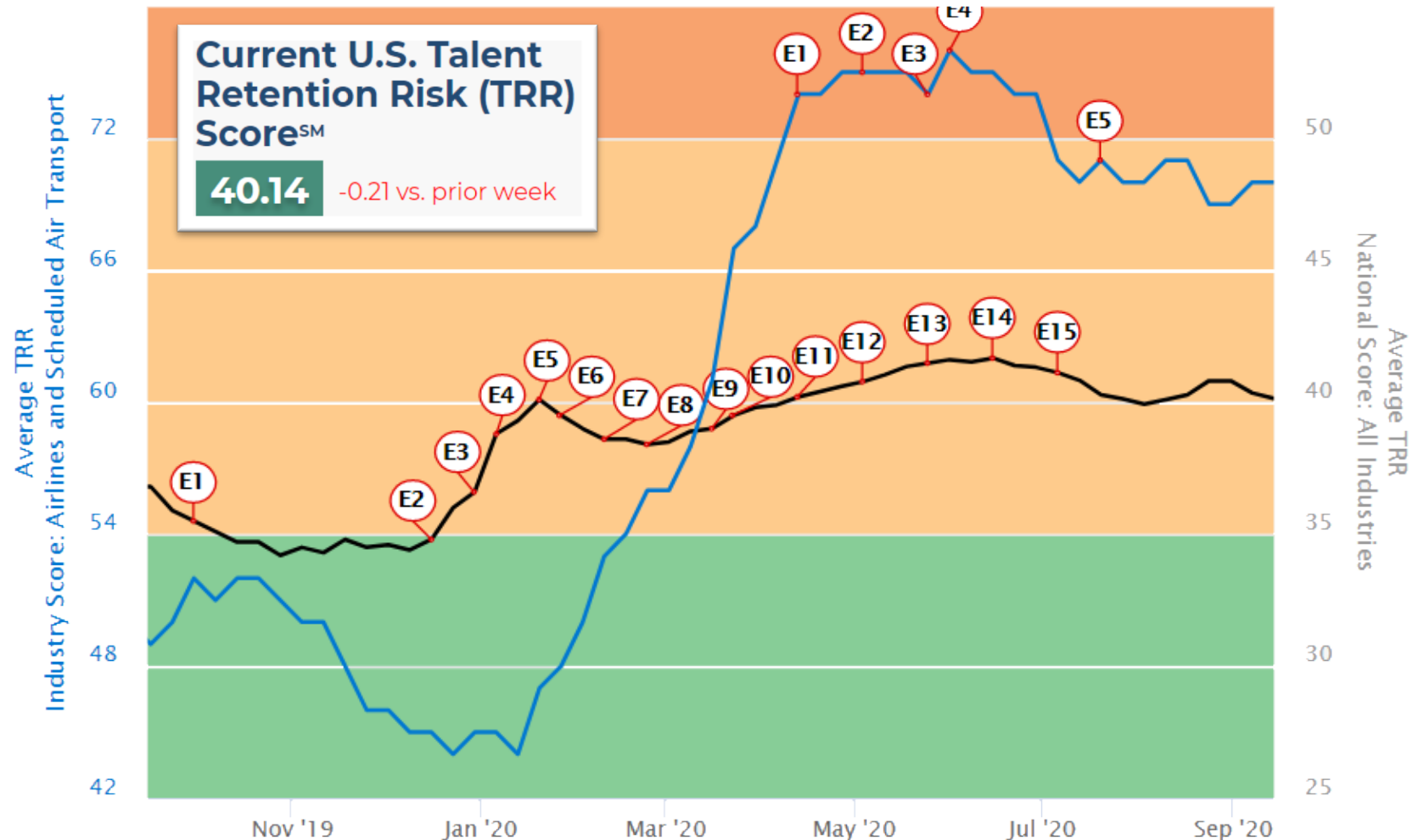


Predictive Insights: The COVID Economy

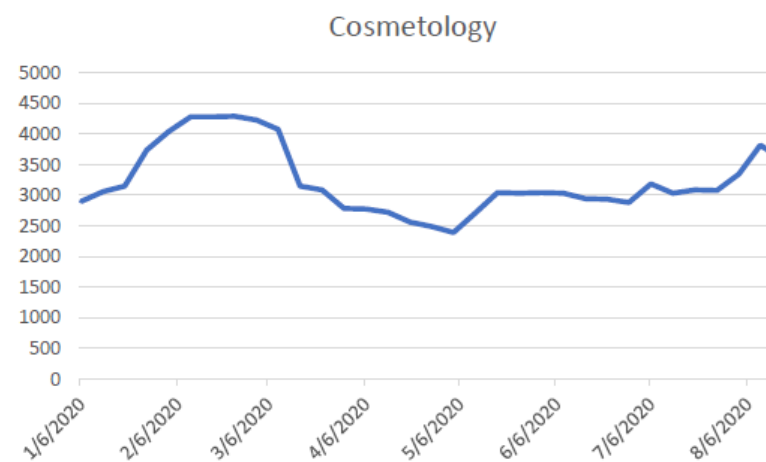
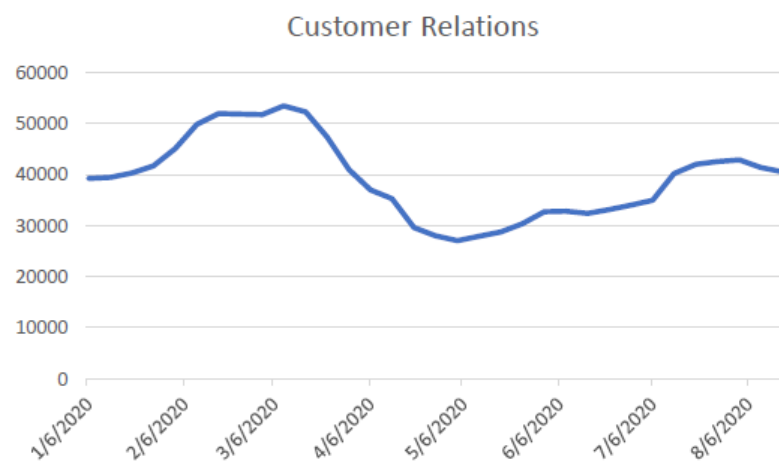
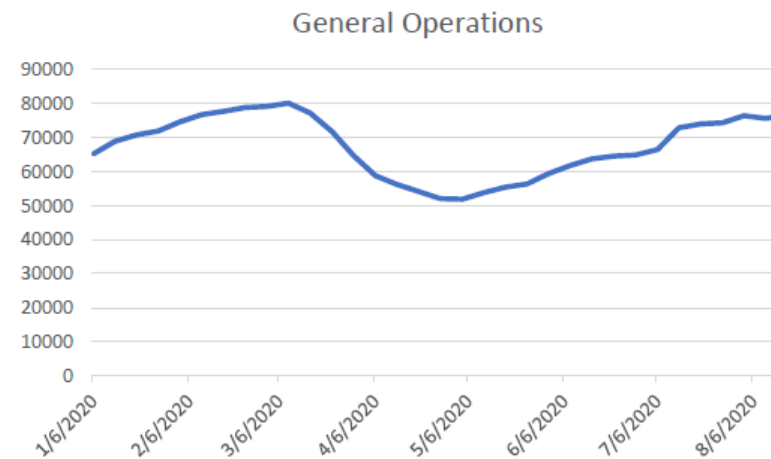
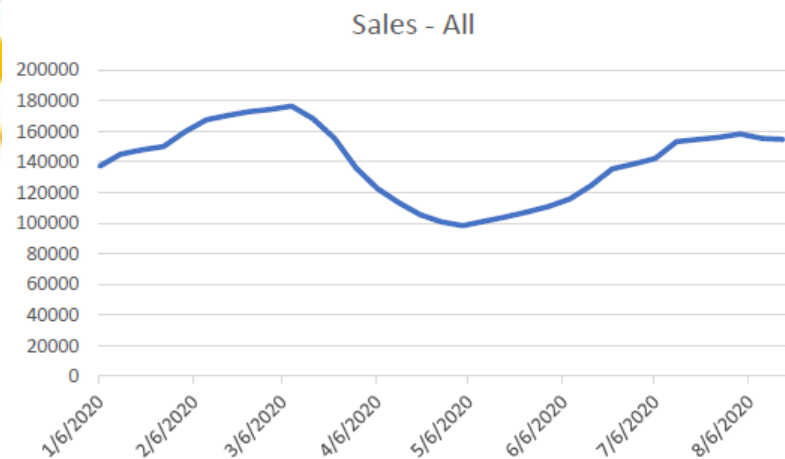
Workforce Logiq patent-pending, predictive U.S. worker volatility scores:

“The recovery in U.S. employment is likely to come in two distinct phases: (1) an initial “snapback,” as economies reopen and workers are recalled to their jobs, and (2) a long-term recovery based on the pace of GDP growth and employers’ demand for labor.”

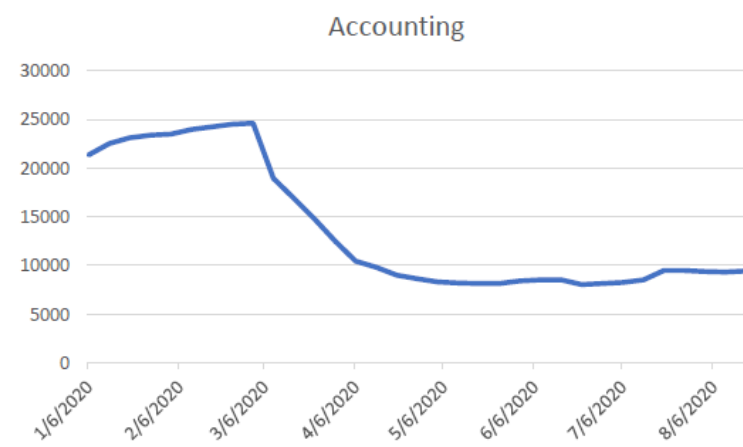
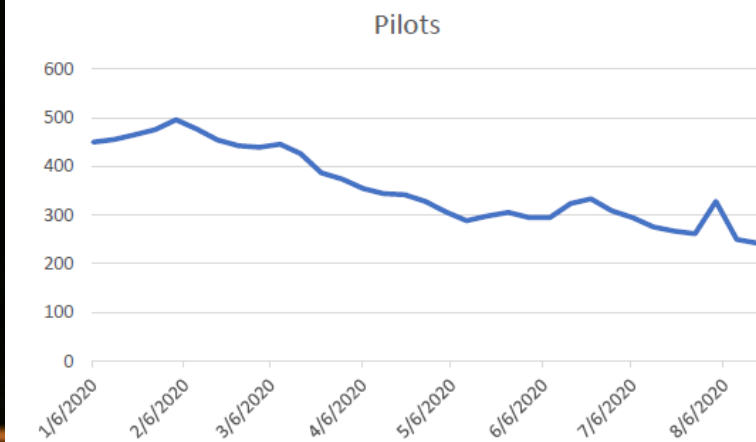
*Jason Thomas – Carlyle
Chief Economist*



Job Functions Showing The Most Robust Recovery



Job Functions Showing The Slowest Signs of Recovery



Workforce Diversity

Can you use data to improve Workforce Diversity?



Workforce Diversity is Different than Diversity Spend

There needs to be an evolution beyond Diverse Spend to Diverse Workforce

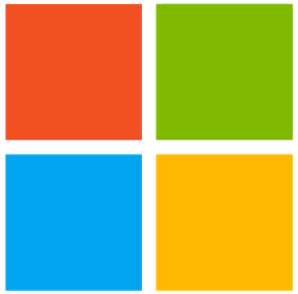
- Getting Diversity and Inclusion (D&I) information is a manual, time-consuming process – if available at all.
- Access to candidate, industry, and competitive data and benchmarks is limited in scope.
- Most organizations do not share their D&I information and there have been no available national databases for broad, consistent, and easy access.



The pressure on organizations to commit to and show D&I results is accelerating



Recent news:



Microsoft

Aims to double the number of Black employees in senior and leadership positions by 2025.



Will factor diversity goals into year-end pay packages and aim to double the number of Black leaders at the bank within five years.



Will fill a minimum of 30% of positions with Black or Latino candidates.

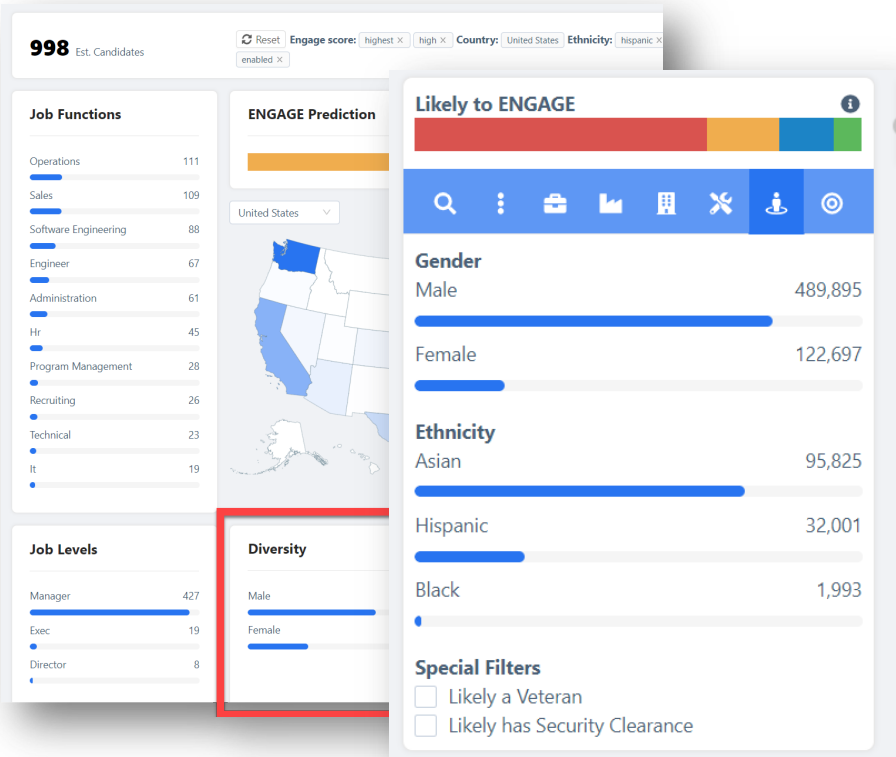


Has seen a 30% increase in postings for D&I positions in 2019 and expects the growth to increase and continue.

Workforce Logiq Perspective: Driving Real Diversity and Inclusion Benefits



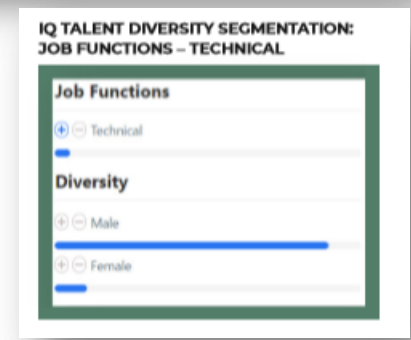
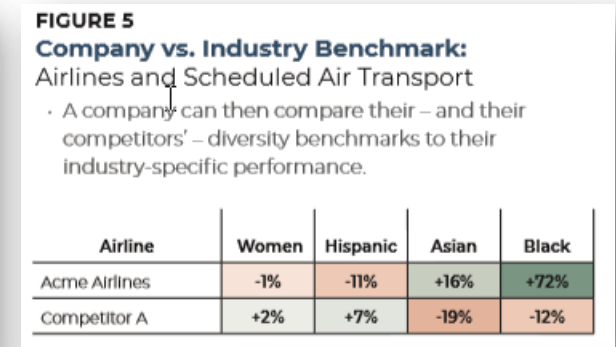
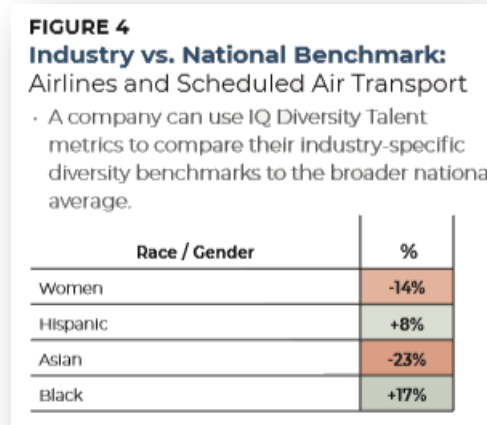
AI-powered Diversity Algorithm: Workforce Logiq IQ Talent DiversitySM



INSIGHTS AND BENCHMARKING

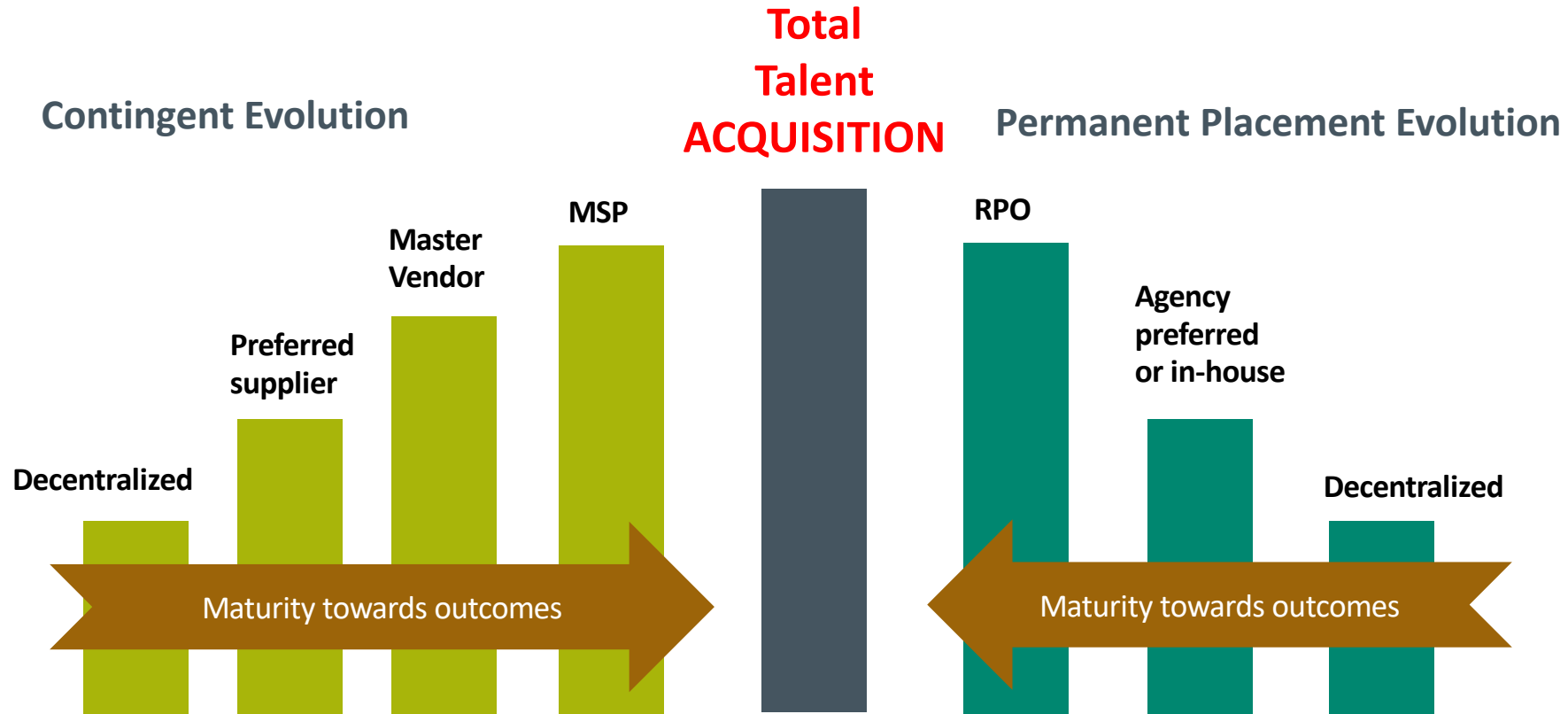
Company, competitor, industry – and national benchmarks.

Segment the data by company, industry, geography, job title, function, and level – including manager, director, VP, executive, and board.



Total Talent is a Real Destination

Can data help us achieve this concept?

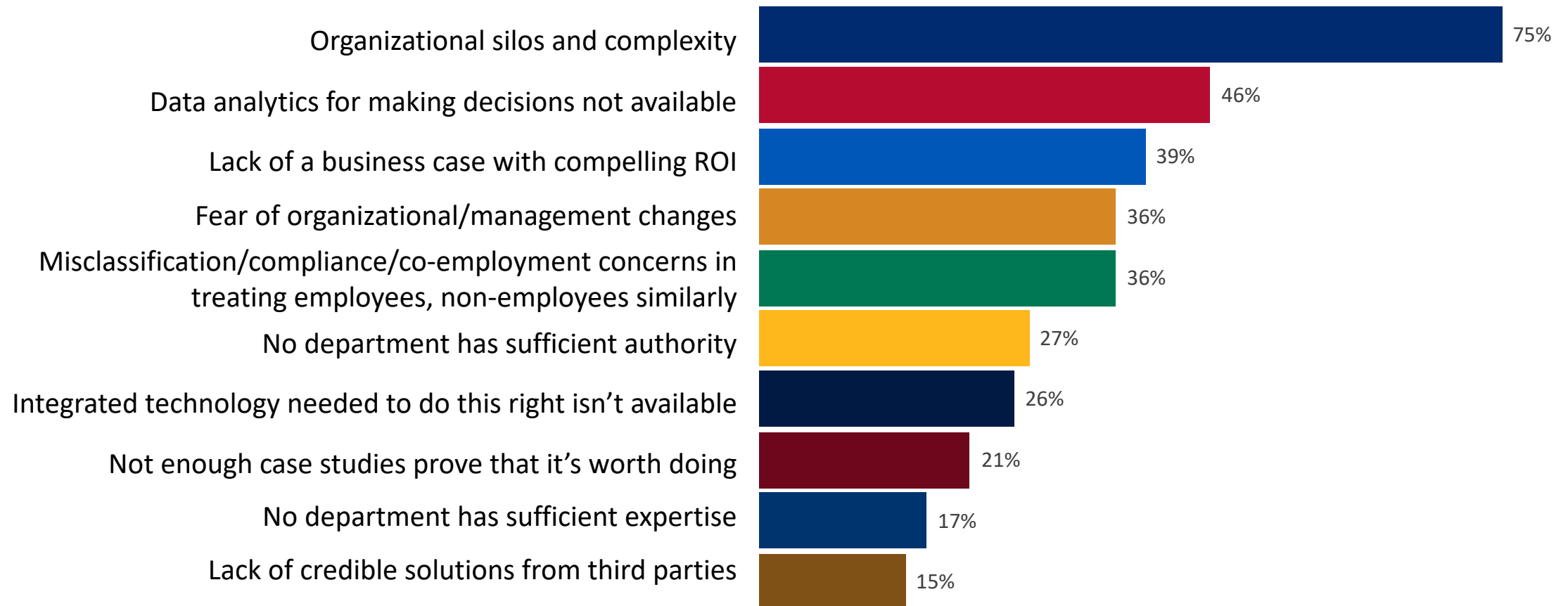


FLEXIBILITY v STABILITY

Total Talent is a Real destination, Right?



Which of the following are significant barriers to implementing TTA or TTM in your company?



N=136, 127 (Single response per company)

Time for your questions...



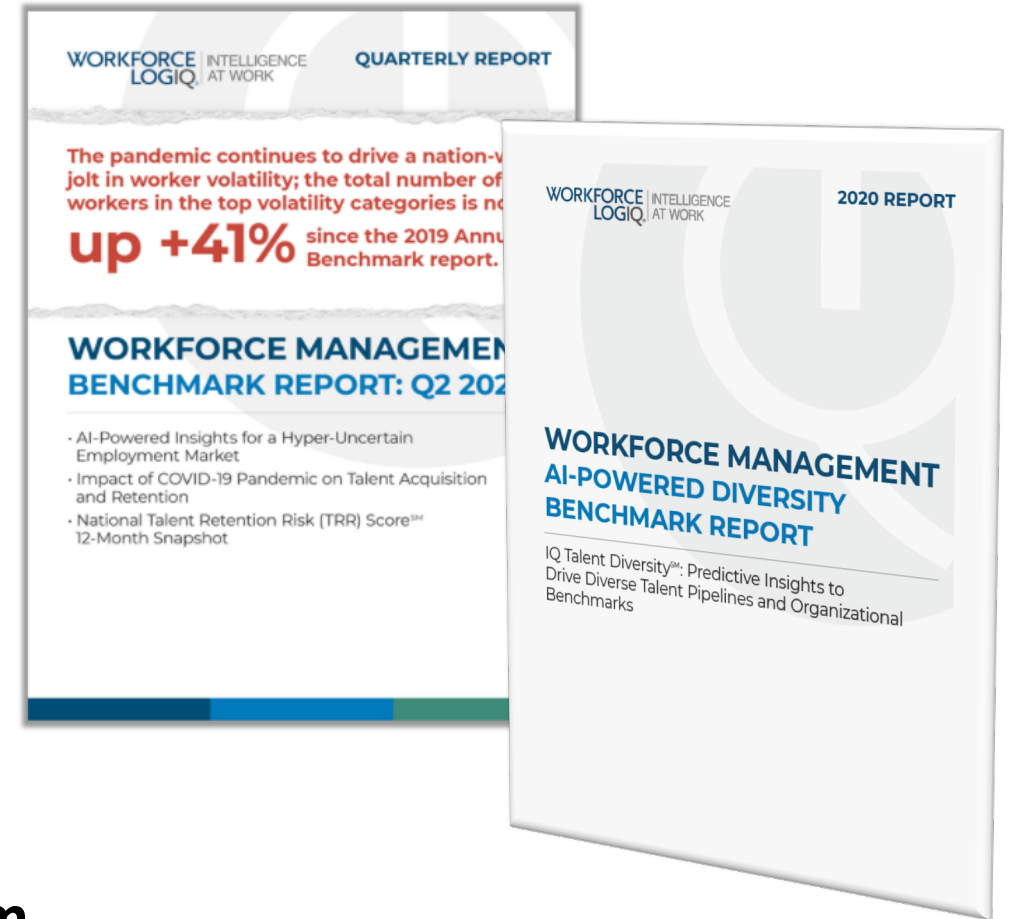
SIA Resources

- [SIA Workforce Solutions Buyer Survey](#)
- [SIA Lexicon of Terms](#) (complimentary)
- [US Staffing Industry Pulse Report](#)

Workforce Logiq Resources

- [Workforce Management Benchmark Report](#)
- [Workforce Management AI-Powered Diversity Benchmark Report](#)

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