



WEBINARS

**CONTINGENT WORKFORCE
STRATEGIES COUNCIL**



Attracting & Retaining Talent Post Covid

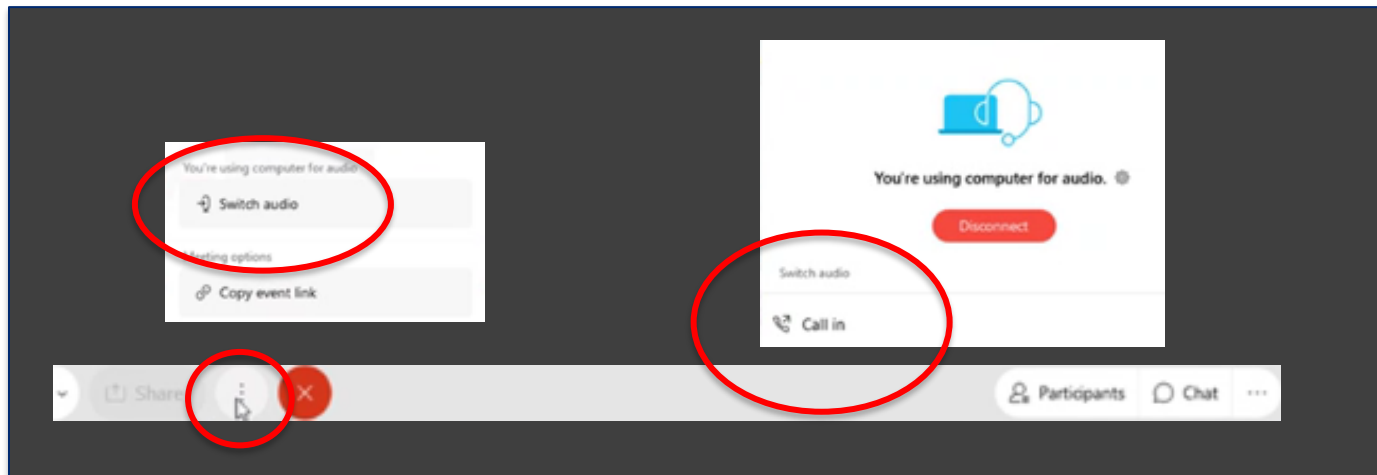
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February 24, 2022

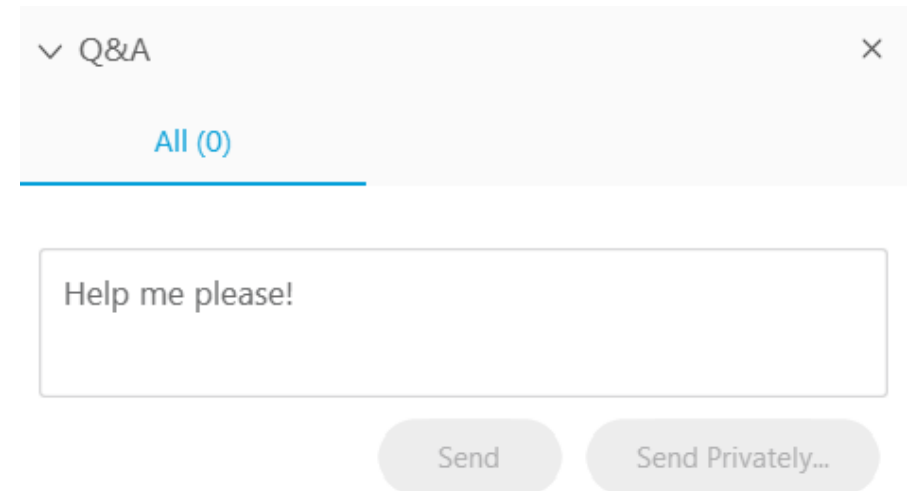
Audio

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- Questions may be submitted at any time.
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- Type your question into the small dialog box and click the Send Button.
- The presentation will be shared with registrants.
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Q&A

All (0)

Help me please!

Send Send Privately...

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CWS Council (partial list)



Today's speakers:

- **Lawrence Dearth,**
President of Recruiting,
Insight Global



- **Dawn McCartney, CCWP,**
VP, Contingent Workforce
Strategies Council, SIA



AGENDA

- Introduction
- Retaining Talent
- Attracting Talent
- Engaging and Closing the Talent
- Key Takeaways



The Great Resignation Is Real

41%

Considering leaving their current employer this year

Microsoft Work Trend Index Report: The Next Great Disruption Is Hybrid Work—Are We Ready?

What Contingent Workers Want

How important to you (on a 1-6 scale) is a work at home/remote option for temporary work?

	Percent
1-Not interested at all in working from home/remote	16%
2	4%
3	8%
4	11%
5	8%
6-The option to work from home/remote would be a huge benefit to me	53%
	N=4,307

If a non-local assignment were available on a work at home/remote basis but the hiring company was only willing to pay an amount less than you would typically get, is the work at home/remote work option important enough that you would be willing to take lower pay?

	Percent
No, not under any circumstances	45%
Potentially, I would consider it	55%
	N=4,259

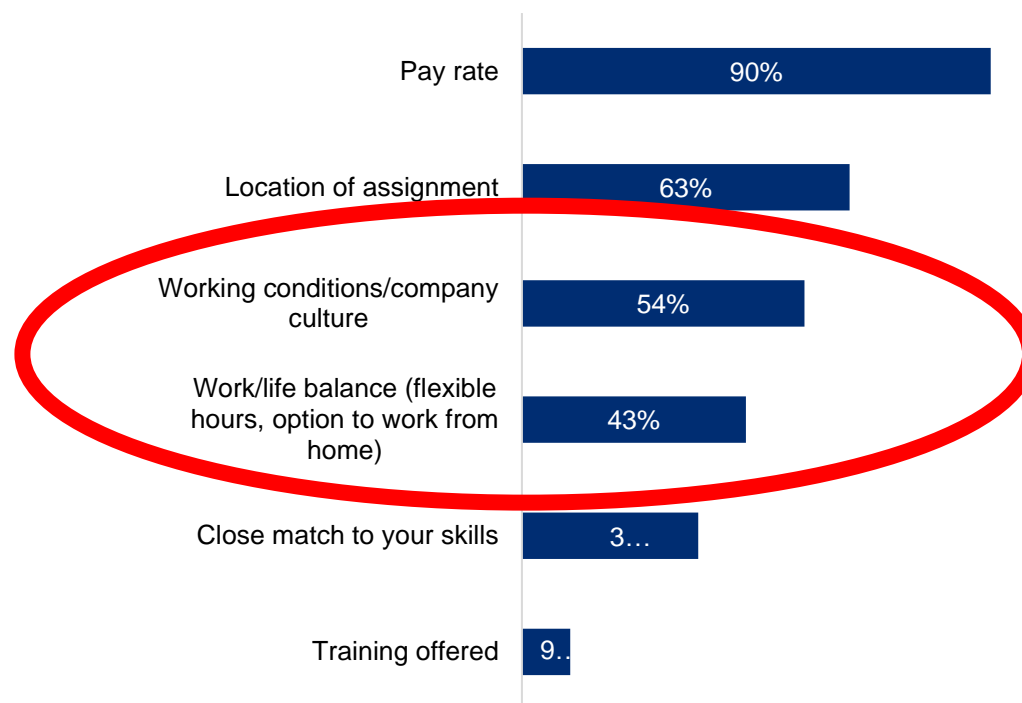
Culture and Engagement

- Brand
- Purpose
- Environmental, Social and Governance Initiatives (ESG)
- Diversity & Inclusion
- Benefits
 - Mental Health
 - Resource Groups
 - Home Office Set-up



Top Criteria for Accepting an Assignment

When considering whether to take a newly offered assignment, what are your three most important criteria?



Now That You Have The Candidate...

- What is your interview process
 - Average IG candidate interviews with 4-5 people
- Background Checks
 - Can you remove any of the requirements
- Systemic Onboarding Process
 - Onboarding Guides
 - First Day Details
 - Etc.



Key Takeaways and Things to Consider

- **Fix the leaks**
 - **Understand your turnover/attrition and more important...why**
- **Don't miss the opportunity to extend your brand, purpose, and ESG to your contingent workforce**
- **Understand your interview process and does it make sense**
- **Revisit your background check requirements**
- **Partner with your suppliers for a smooth onboarding process**

Key Takeaways and Things to Consider

- **Data & Metrics regarding attrition (Internal)**
 - Business units/division
 - Tenure point
 - Skillset

- **Data & Metrics regarding attrition (Staffing Partners)**
 - Scorecard Metrics
 - How are they tracking/Are they tracking

Time for your questions...



Thank you for your sponsorship...



InsightGlobal

SIA MEMBER RESOURCES

- **Workforce Solutions Buyer Survey: 2021 Americas Results**
- **Workforce Solutions Buyer Survey: 2021 Europe Results**
- **SIA Lexicon of Terms (complimentary)**

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- COVID-19 “New Normal” Legal Landscape
- Data Privacy & Security Risk Management
- Workforce Risk Challenges
- Co-Employment / Independent Contractor Misclassification
- Pay Equality & Wage and Hour Risk Management
- D&I CW Legal Requirements Today
- Intellectual Property & Work Product Protection
- Indemnification / Insurance
- Non-Competition Agreements and No-Poach Agreements
- Background & Drug Screen Policies & Procedures
- Immigration Policy & Trends

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EUROPE

10-11 MAY 2022

Royal Lancaster Hotel | London, UK

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SEPTEMBER 19-20, 2022

The Omni | Dallas, TX

🐦 @CWSSummit #CWSSummit

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SEPTEMBER 20-22, 2022

The Omni | Dallas, TX

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Known for our award-winning content, data, support tools, publications, executive conferences and events, we help both suppliers and buyers of workforce solutions make better-informed decisions that improve business results and minimize risk. As a division of the international business media company, Crain Communications Inc., SIA is headquartered in Mountain View, California, with offices in London, England.

For more information: www.staffingindustry.com

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