



WEBINARS

CONTINGENT WORKFORCE
STRATEGIES COUNCIL



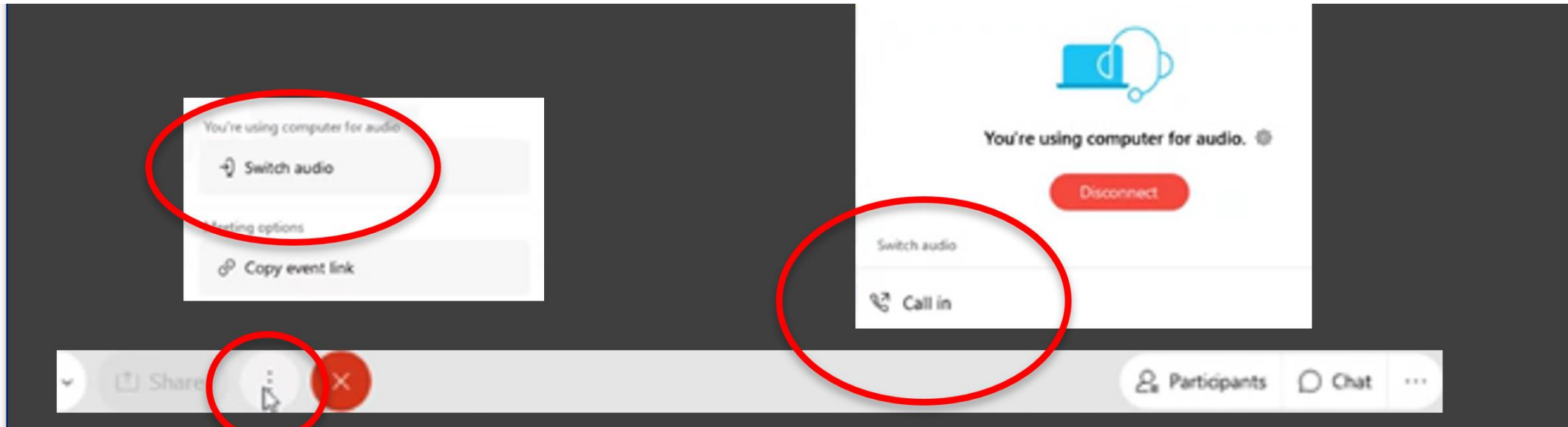
Talent is Everywhere: Leveraging the Distributed Workforce

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6 October 2022

Audio



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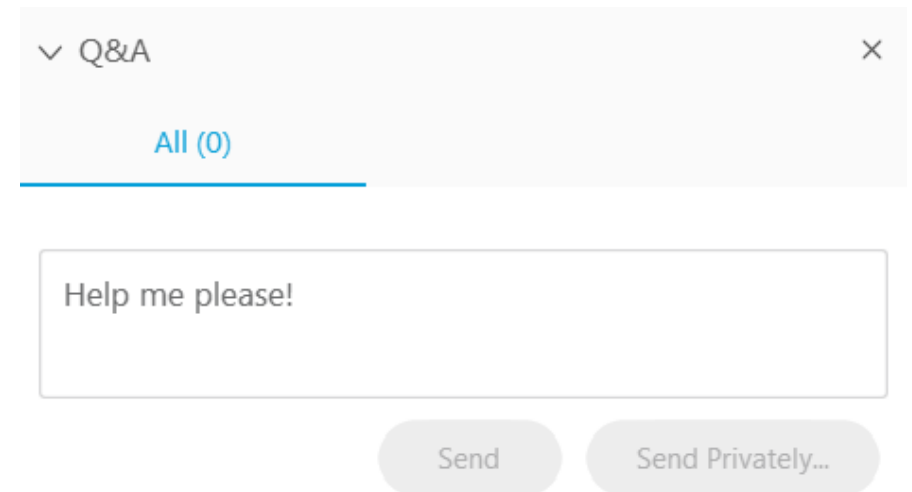
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Q&A ×

All (0)

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CWS Council (partial list)



Today's speakers:

- **Jaina Patel,**
Senior Product
Manager, Global
Strategy, Beeline



- **Judy Bumgarner,**
Vice President of
Product Strategy,
Beeline



- **Peter Reagan,**
Senior Director, Contingent
Workforce Strategies &
Research, CCWP & SOW
Mgmt. Expert, SIA

Remote Work- Just the Start of It

- 4.9 million moved because of it
- 18.9 million planning to
- 28% moving more than four hours away
- Zoom Towns: Mid-size and smaller cities (Philadelphia, Cincinnati, Minneapolis, Charlotte, San Antonio, New Orleans and Ithaca)



B Bloomberg.com
Apple Return to Office Policy Faces Discontent From Employees (AAPL)



3 days ago

The New York Times
Wall Street Banks Are Getting Flexible on Working From Home



3 days ago

Business Insider
Leaked Email: Nike Expands Remote-Work Options Amid Staff Criticism



33 mins ago

Fortune
Remote work is freeing tech talent from the limits of geography



1 hour ago

B Bloomberg.com
Return to Office: 1/3 of San Franciscans Expect Permanent Remote Work

About a third of San Francisco area voters in a poll by the Bay Area Council said they expect to do their jobs from home permanently...

12 mins ago



WTOP
DC employers are showing resistance to remote work

D.C.-area companies in businesses that are able to continue offering post-pandemic remote work are not embracing it as much as might have...

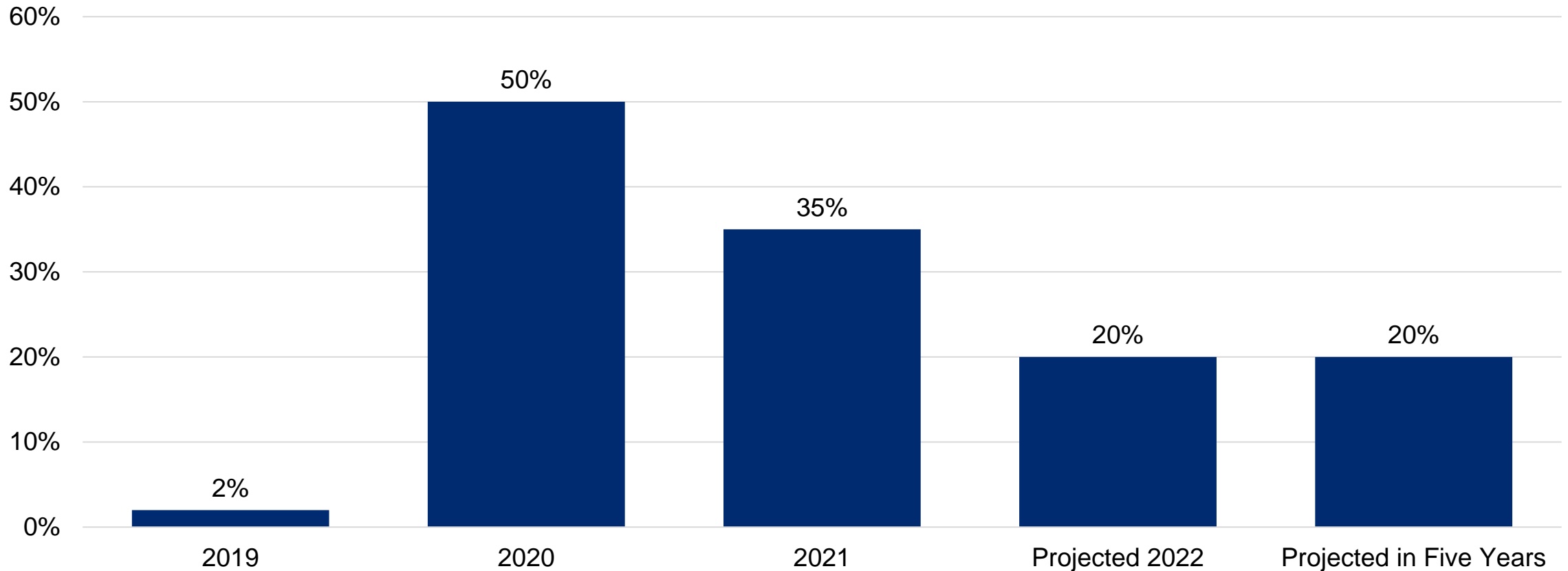
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Source: Upwork

Remote Work Expectations

Median share of temporary workers working remotely

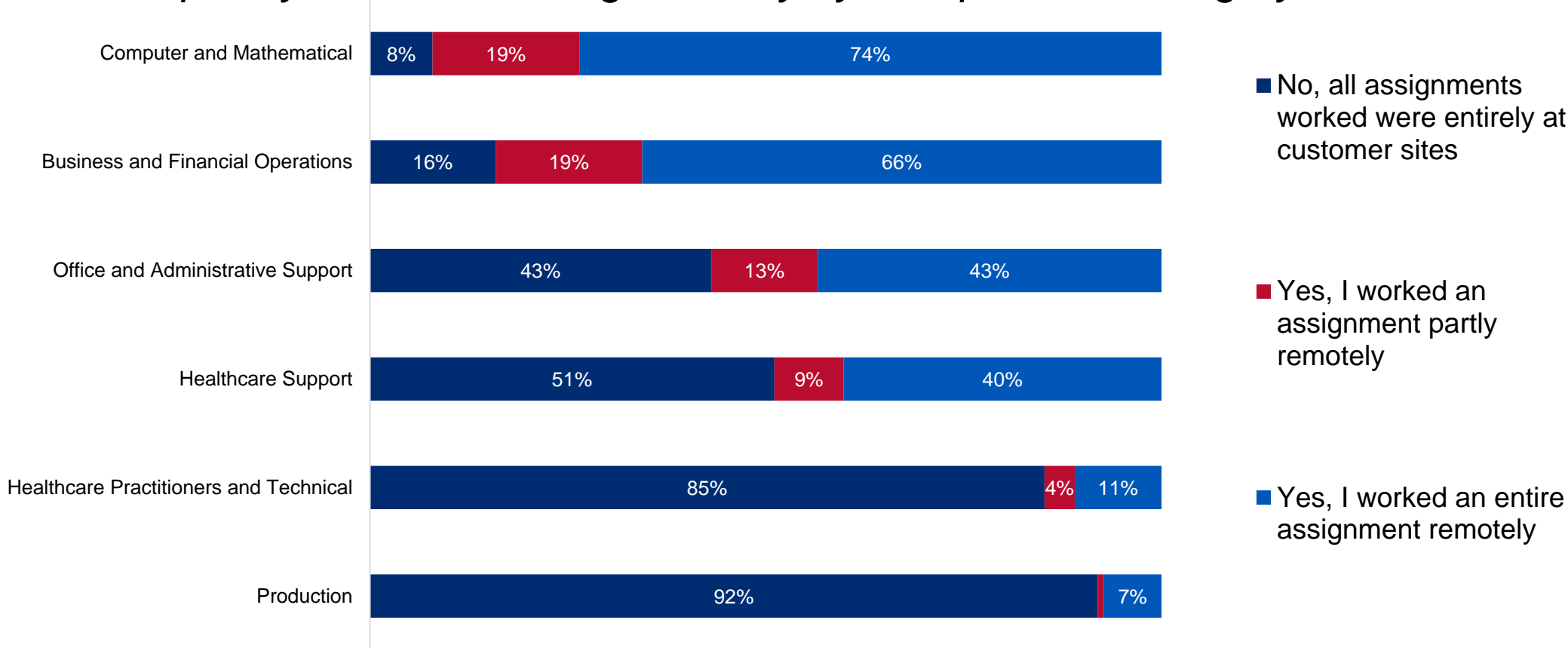


Source: SIA North America Staffing Company Survey 2021 (N= 317)

The “remote workforce” revolution



Share of temporary workers working remotely by occupational category:



Source: [SIA's 2022 North America Temporary Worker Survey](#)

Managing Remote Work

- Time limits
- Restrictions on specific countries
- Payment of costs
- Method of engagement



Source: *Employing and Hiring Remote Talent: Risks and Challenges*

Are you
Ready?



Home / News / Economy / The Great Return: Companies ...

The Great Return: Companies Are Calling Their Workers Back to the Office as COVID-19 Fades

Businesses are showing flexibility in bringing employees back to the office as they deal with an extraordinarily tight job market.

By [Tim Smart](#) | March 4, 2022, at 12:58 p.m.

Apple tries again to bring workers back to the office with mandatory 3-days-per-week policy

BY [MARK GURMAN](#) AND [BLOOMBERG](#)
August 15, 2022 at 8:15 PM PDT



FINANCE Goldman Sachs CEO David Solomon says in-person attendance tops 50% after return-to-office push

PUBLISHED MON, MAY 2 2022-12:12 PM EDT | UPDATED MON, MAY 2 2022-12:15 PM EDT

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Wells Fargo opts for hybrid schedules as Bank of America, Apple face return-to-office crossfire



[Mark Calvey](#), Senior Reporter - San Francisco Business Times
Apr 6, 2022, 3:14am PDT



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Inside Google's push to nail hybrid work and bring its 165,000-person workforce back to the office part-time

The search giant is one of the biggest companies ever to attempt to transition to a fully hybrid work model. Even the experts aren't sure it can be done: "I don't know whether it will work. It sounds like Google doesn't know if it will work either."



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What is workforce flexibility?



What is workforce flexibility?



Right-sizing your
workforce

What is workforce flexibility?



Right-sizing your
workforce



More than
remote work

What is workforce flexibility?



Right-sizing your
workforce



More than
remote work



Empathising with
your workforce &
their needs

Why the workforce market has shifted recently



Why the workforce market has shifted recently



Covid-19
pandemic

Why the workforce market has shifted recently



Covid-19
pandemic



The Great
Resignation

Why the workforce market has shifted recently



Covid-19
pandemic



The Great
Resignation



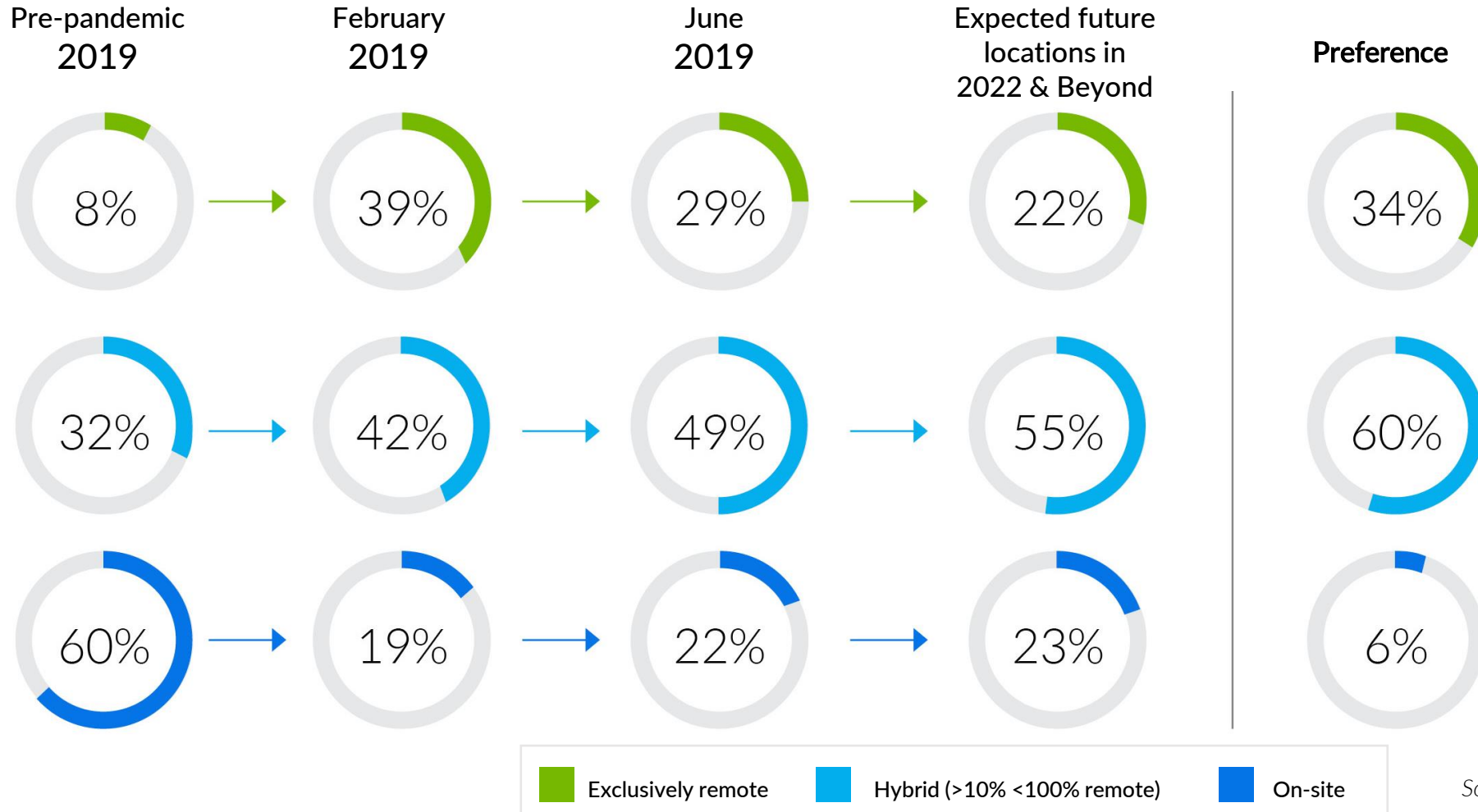
Work-life
balance

Polling question #1

Does your organisation allow sourcing from a location different from the hiring or project/service location?

- A. Yes – Nationally
- B. Yes – Internationally
- C. No – Sourcing allowed only within the same region/market
- D. No - But considering changing
- E. None of the above

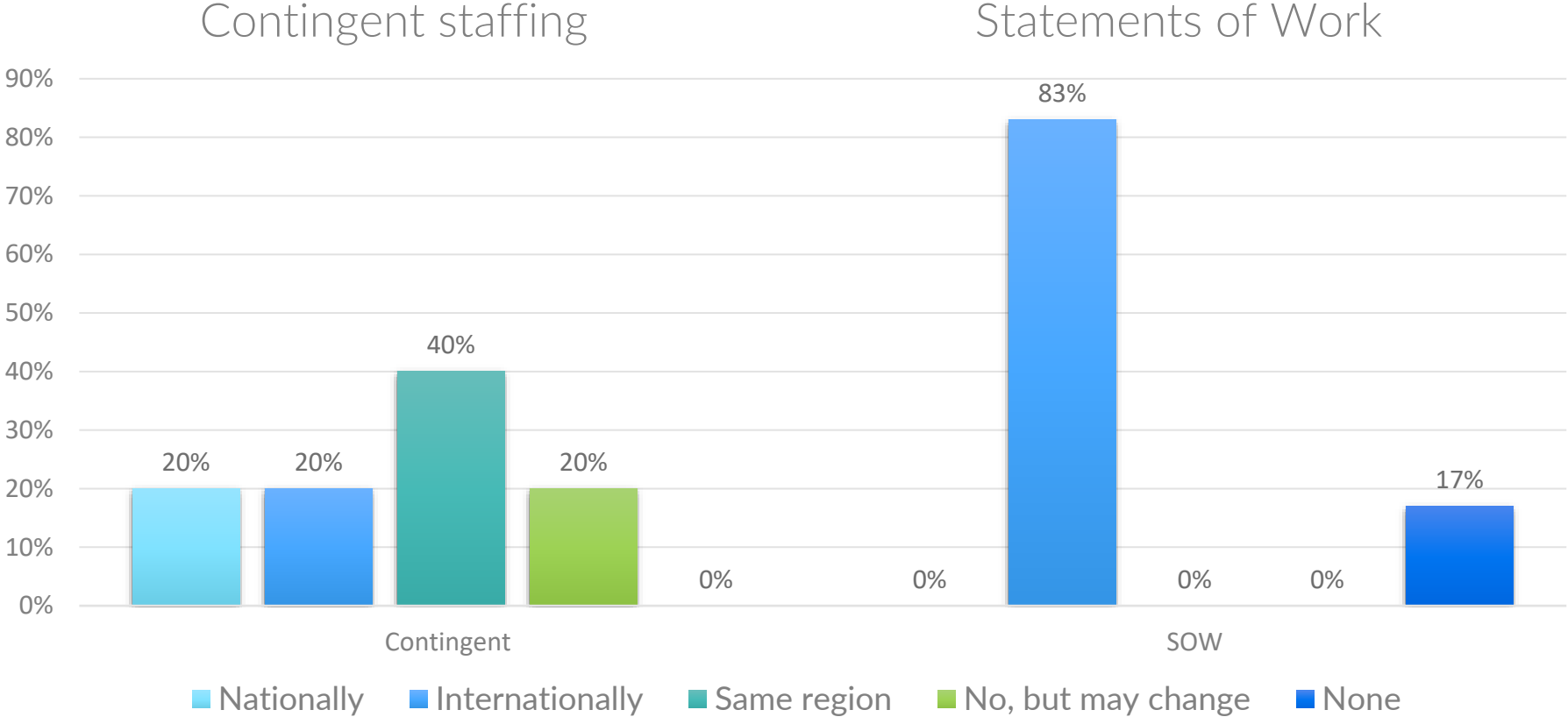
Employee work locations for remote-capable jobs



Source: Gallup

Does your organisation allow sourcing from a location different from the hiring or project/service location?

Focus group results



Challenges of a distributed model



Challenges of a distributed model



Loss of brand identity & culture

Challenges of a distributed model

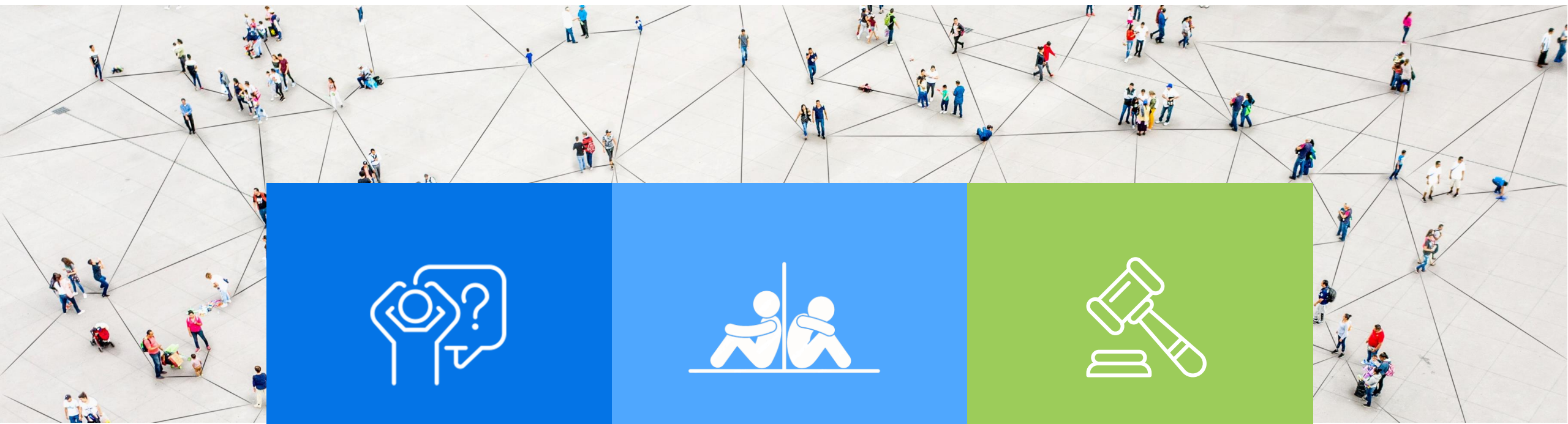


Loss of brand identity & culture



Impact to workplace synergy & creativity

Challenges of a distributed model



Loss of brand identity & culture



Impact to workplace synergy & creativity



Adherence to localised compliance

Polling question #2

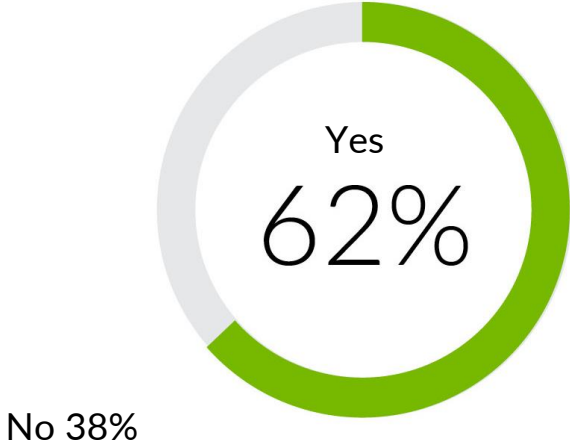
What sourcing strategies are your organisation considering to tap into a wider global workforce market?

- A. Global supplier sourcing
- B. Localised supplier sourcing
- C. Direct sourcing
- D. Marketplaces
- E. Redeployment of internal or existing workers
- F. Other

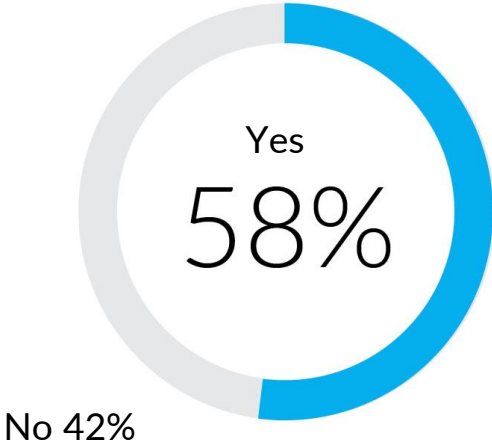
Take chances on your own talent

(or someone else will)

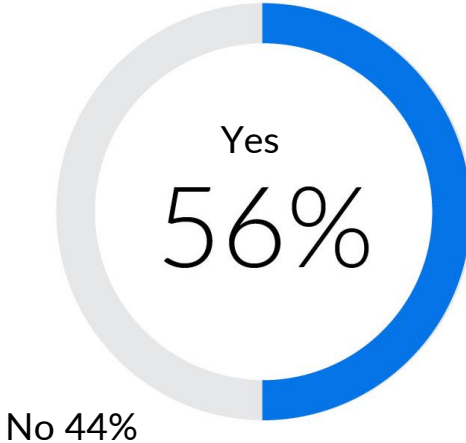
Job Seekers Who Explored a Career Change



Job Seekers Who Took Courses to Learn New Skills Outside Their Current Role



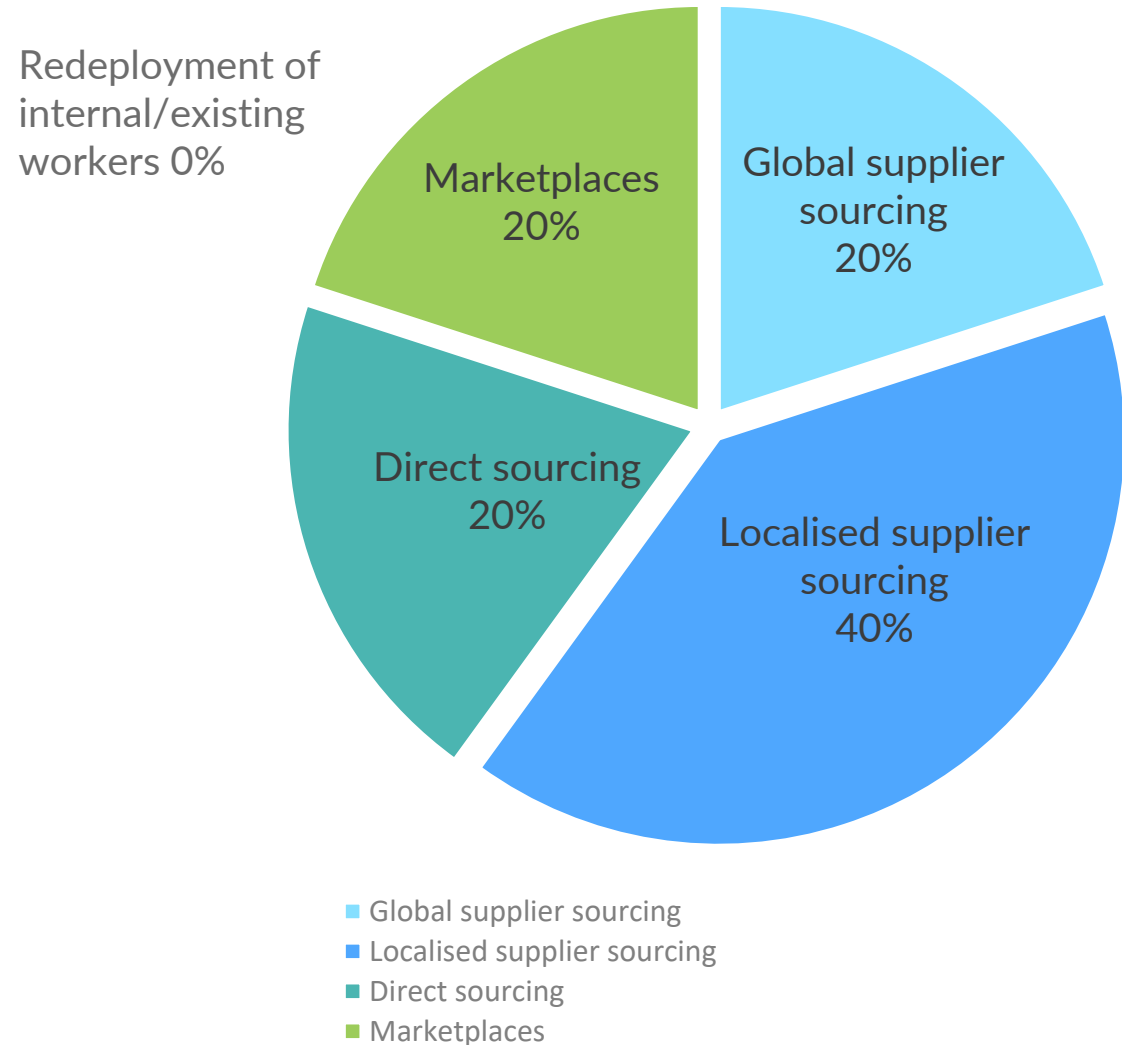
Job Seekers Who Applied for Roles Outside Their Current Career



n = 3,000 candidates
Source: 2021 Gartner Candidate Panel Survey
Note: Candidates were asked whether they had done each action within the last year.

Focus group results

What sourcing strategies are your organisation considering to tap into a wider global workforce market?



How flexibility can enable your strategic goals



How flexibility can enable your strategic goals



Find the best
talent

How flexibility can enable your strategic goals



Find the best
talent



Expand sourcing
channels

How flexibility can enable your strategic goals



Find the best
talent



Expand sourcing
channels



Reduce cycle time &
increase efficiency



Leverage your VMS for workforce flexibility

Workforce flexibility is one reason nearly 85% of businesses with more than 1,000 employees use a vendor management system (VMS) to source and manage their contingent workers.

Download this 30-page SIA report at:
<https://bit.ly/3A0g9xG>

or schedule a free consultation at
<https://www.beeline.com/contact-us>

Time for your questions...



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SIA CWS COUNCIL MEMBER RESOURCES



- [North America Temporary Workers Survey](#)
- **Lexicon of Global Workforce-Related Terms (complimentary)**

Need access? Contact the SIA Council team: enterpriseservices@staffingindustry.com



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Workforce Professional

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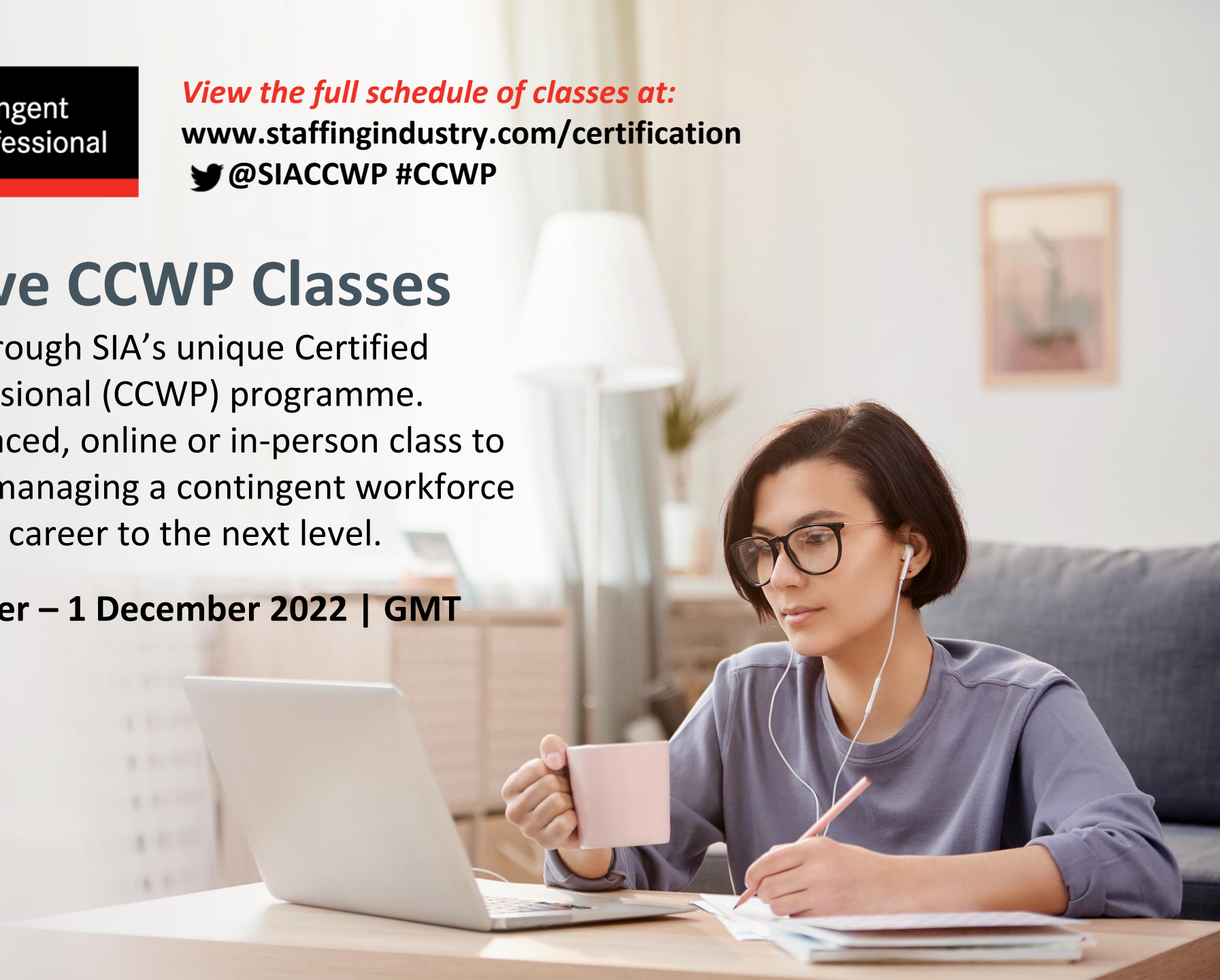
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Known for our award-winning content, data, support tools, publications, executive conferences and events, we help both suppliers and buyers of workforce solutions make better-informed decisions that improve business results and minimise risk. As a 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

For global coverage across the workforce solutions ecosystem, follow us and connect via



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