



WEBINARS
CONTINGENT WORKFORCE
STRATEGIES COUNCIL



Unlocking Success: A Transformative Contingent Workforce Strategy

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April 18, 2024

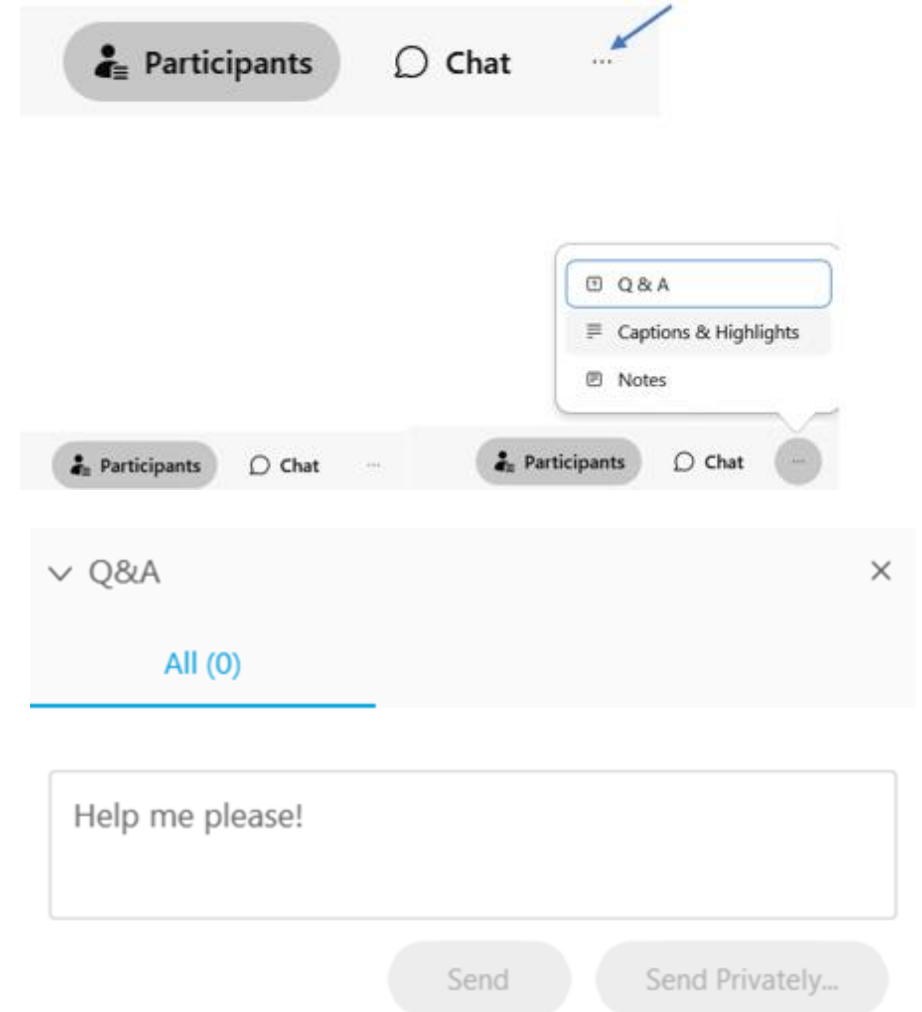
Logistics

Questions

- Questions may be submitted at any time.
- **Click on the 3 dots on the lower right to open the Q&A window.**
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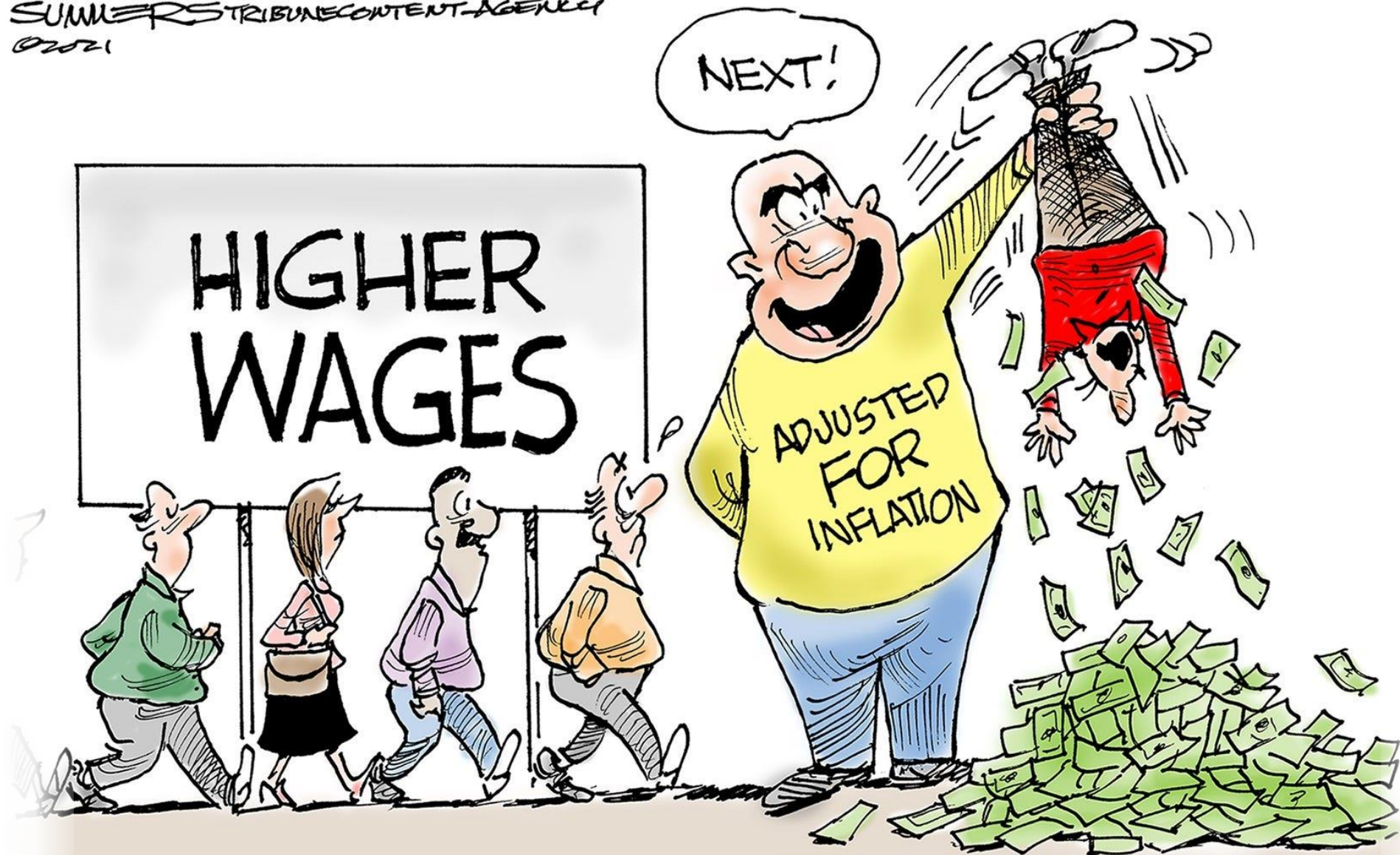
CWS Council (partial list)



Costs

A close-up photograph showing a person's hands using black-handled scissors to cut a white rectangular card. The card has the word "Costs" written on it in a blue, hand-drawn, textured font. The card is held against a dark brown wooden background with visible grain. The scissors are positioned to cut between the 'o' and 's' of the word.

SUMMERS TRIBUNE CONTENT AGENCY
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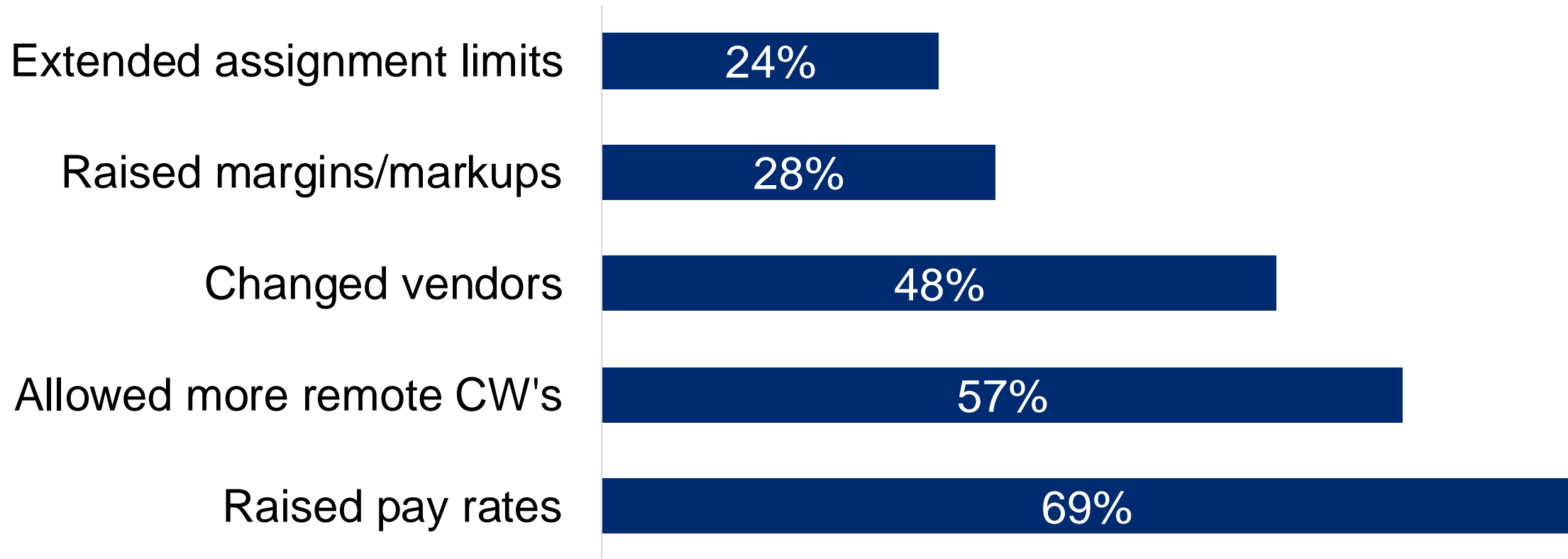


**THE
WAR
FOR
TALENT**

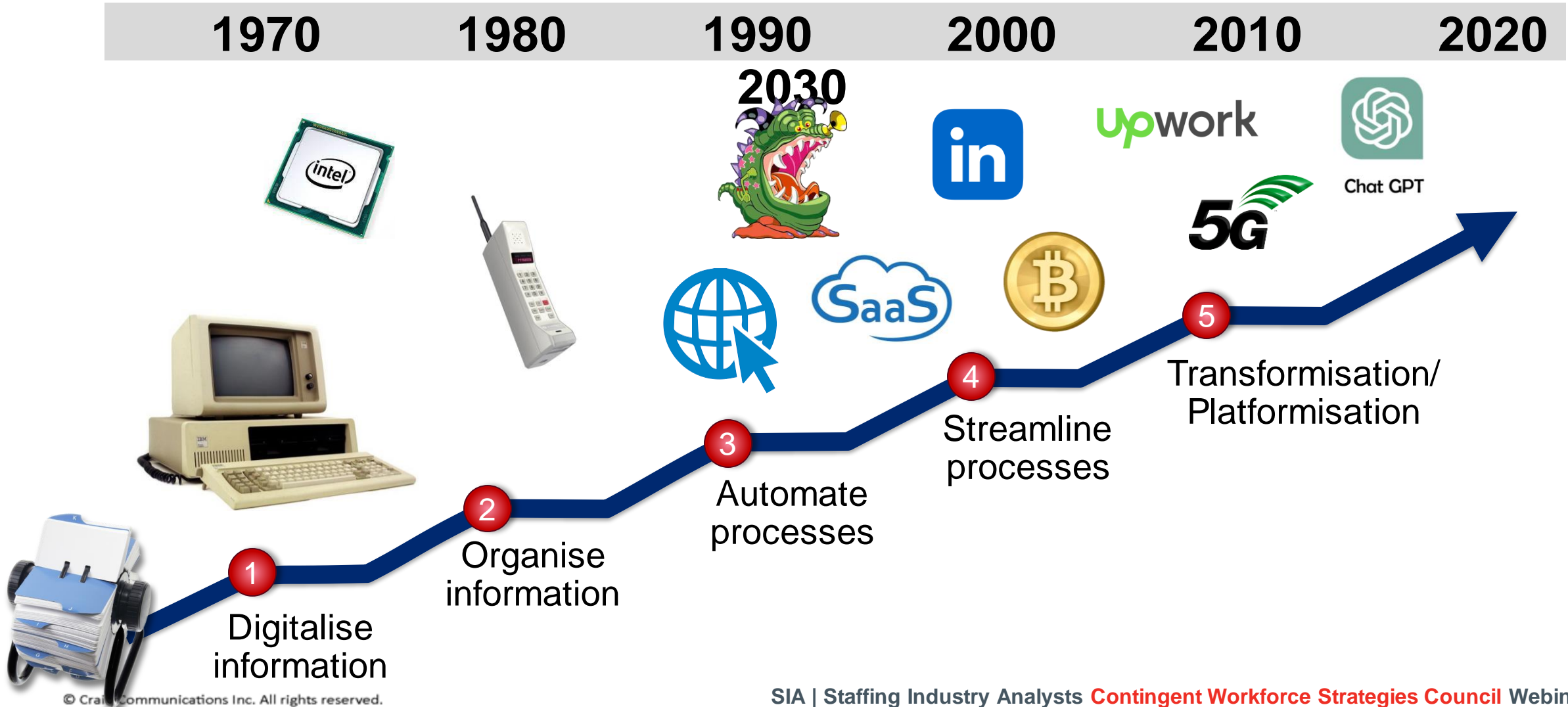
Responding to Talent Shortage



Buyer Actions to Address Talent Shortages (% of Companies)



Digitisation Spectrum



Legal Issues to Watch For and Prepare For in 2024 and Beyond

- Increase in types of paid leave and flexible working
- Protection for non-traditional workers e.g., those working through digital platforms
- Tightening restrictions on temporary work
- AI and privacy regulation





WHAT NEXT?

Today's speakers:



- **Will Fraser,**
HR Manager Talent
Development, Norfolk
County Council



- **Nikki Parry,**
Director of Client Services,
Magnit



Moderator:

- **Peter Reagan,**
Sr. Director, CWS
Council, SIA

Norfolk County Council

- A large UK local authority – the main local authority for Norfolk, providing services to over 900,000 people and businesses.
- A political organisation, with 84 elected members who set strategic direction.
- Approximately 8,500 employees, plus schools staff.
- Deliver a broad range of services, including education, health and social care, transportation, conservation and planning, community services (libraries, museums etc), trading standards, fire and rescue service.
- Also have core enablement functions in house, including finance, digital services / IMT, HR, communications, insight and analytics, strategy design and delivery.
- Large, complex environment, with significant challenges around funding and demand for services.
- Norfolk itself is geographically diverse.

Work has Evolved... Most Businesses Haven't



Increasing Size & Complexity

- Almost **50% of today's workforce is contingent**; a number that continues to grow



Limited Historical Investment

- Close to **70%** of business leaders want to address key gaps for **greater coverage of the total workforce**



Lack of Control & Visibility

- Nearly **60%** of organisations leave the non-employee workforce **unaccounted for**

View From the Boardroom

“For **77%** of business leaders, the ability to hire and retain talent is **most critical** to achieving growth.”



“**52%** of CHROs identified a shortage of critical talent as the **#1 trend** impacting organizations.”



“Over **80%** of executives say they are **increasingly leveraging** contingent, seasonal, intermittent, or consultant employees.”



Poll 1

What is the biggest challenge you face surrounding your contingent workforce strategy?



Panel Discussion



Question

1

WORKFORCE STRATEGY

What are the critical aspects of attracting and retaining talent in your organisation?

Question

2

TECHNOLOGY

**What is the role of technology
in optimising and enhancing
your extended workforce?**

Question

3

MONETARY CONSTRAINTS

What is your approach to cost reduction and achieving savings while maintaining operational excellence?

Question

4

REGULATORY LANDSCAPE

What are the best-practices to mitigate risk and address regulatory changes?

What does success look like



- **Access to Talent**

- **A varied supply chain**



- **Compliance Assurance**

- **Market intelligence**



- **Partnerships**

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Time for your questions...



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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.

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