



WEBINARS

**CONTINGENT WORKFORCE
STRATEGIES COUNCIL**



Creating a Risk Averse, Strategic, Intentional Contingent Workforce DE&I Program

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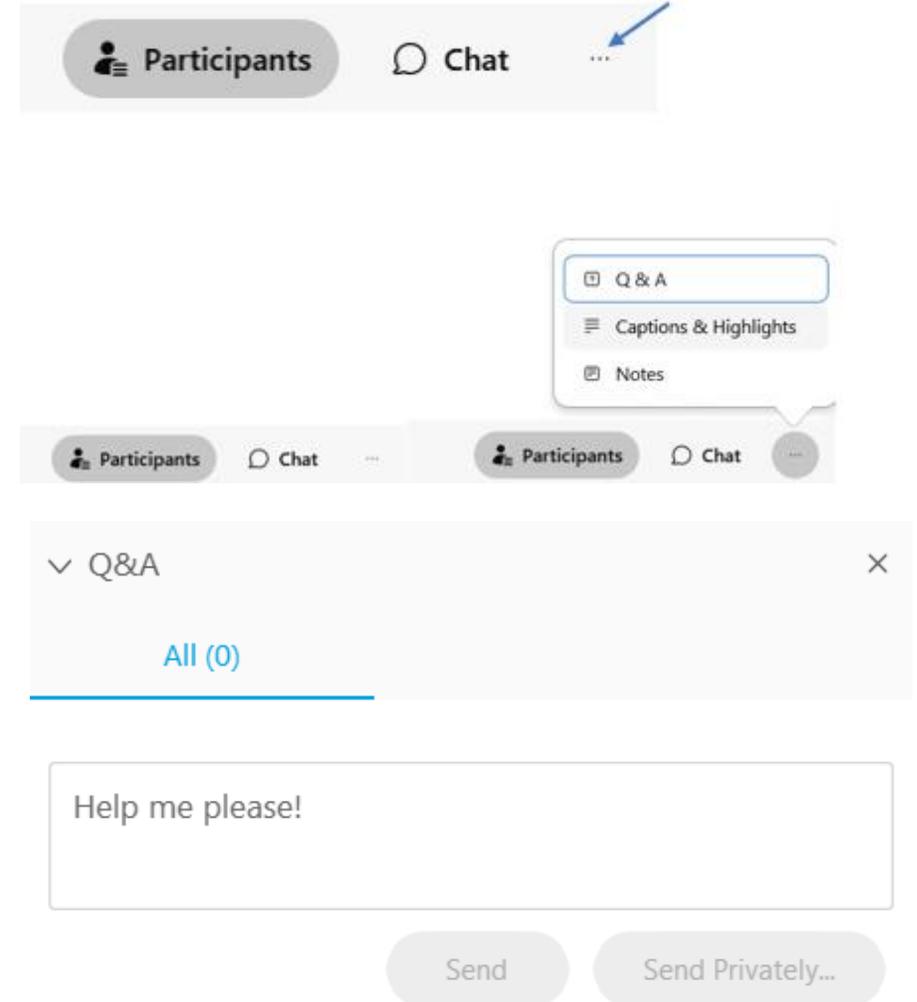
Logistics

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- Questions may be submitted at any time.
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Today's Speakers



- **Tinisha Bookhart,**
Partner, Director of IT &
Diversity, Primary Talent
Partners



- **Chad Douglas,**
Executive Partner,
Primary Talent Partners



- **Brian Clark,**
President, AgileOne



Moderator

- Frank Enriquez, Director
CWS Council, SIA

History of DE&I within Contingent Work

Early 2000's

The 1st centralized programs emerge which includes operational support and a VMS.



2012 - 2015

Buyers begin to create strategies to leverage diverse suppliers based on their minority status to help increase and improve their DE&I strategy.



2022

Additional SIA research indicates capturing DE&I information is not easy and many buyers are reluctant to collect DE&I demographic information in fear of legal risk.



2005 - 2008

Buyer organizations look to capture DE&I spend as tier 2 via their MSP and/or VMS providers.



2020

Civil unrest begins to put additional focus on DE&I for buyer organizations. SIA research indicates 63% of buyers in 2020 were going to make DE&I a top priority.



Tomorrow...



Aligning the CW Program to Corporate DE&I Goals

Whether you're an MSP-managed or internally-managed CW program, you'll want to align your CW program to corporate DE&I goals. Data and communication are critical elements to each aspect of alignment.



Consult with the Client around Corporate DE&I Goals



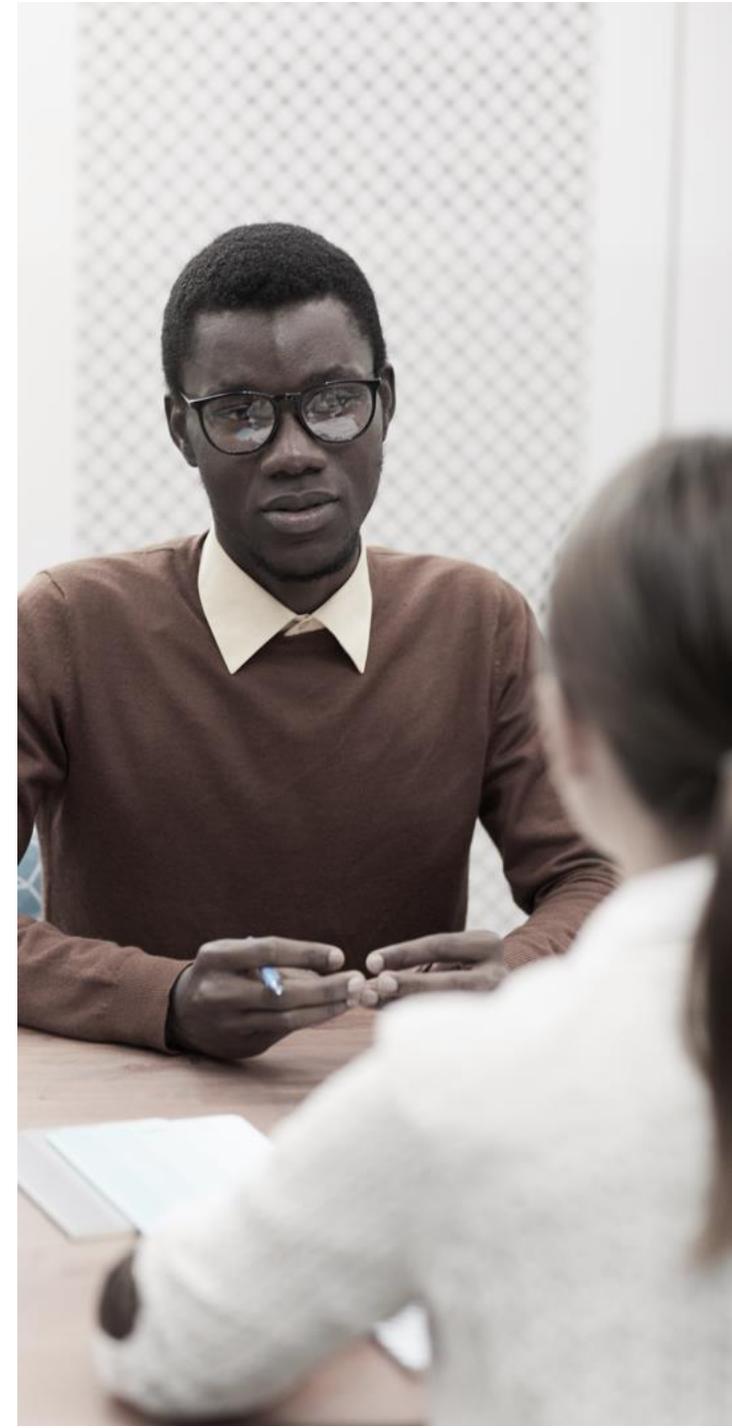
Understand Current DE&I Gaps in the Client's CW Program



Implement Innovative Solutions and Supplier Partnerships



Educate Stakeholders on Policies and Programs

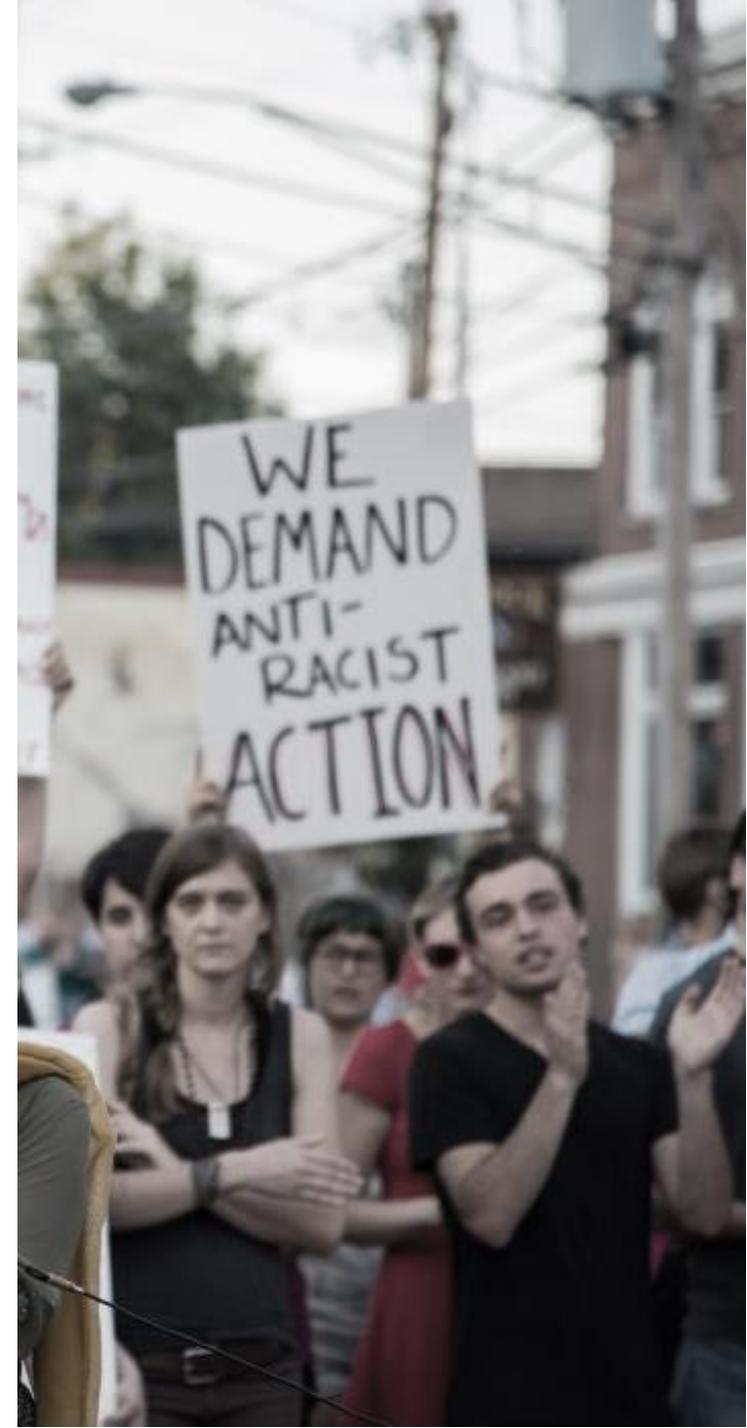




The Role of Your MSP in Advancing CW Diversity

“While technology has made its mark on the MSP this year, the heightened calls for social justice around the world have helped diversity candidate sourcing and tracking find its way into the contingent space and further impacted the role of the MSP, making them a more integral part of a company’s workforce planning and management solution.”

Kersten Buck, CCWP
Staffing Industry Analysts

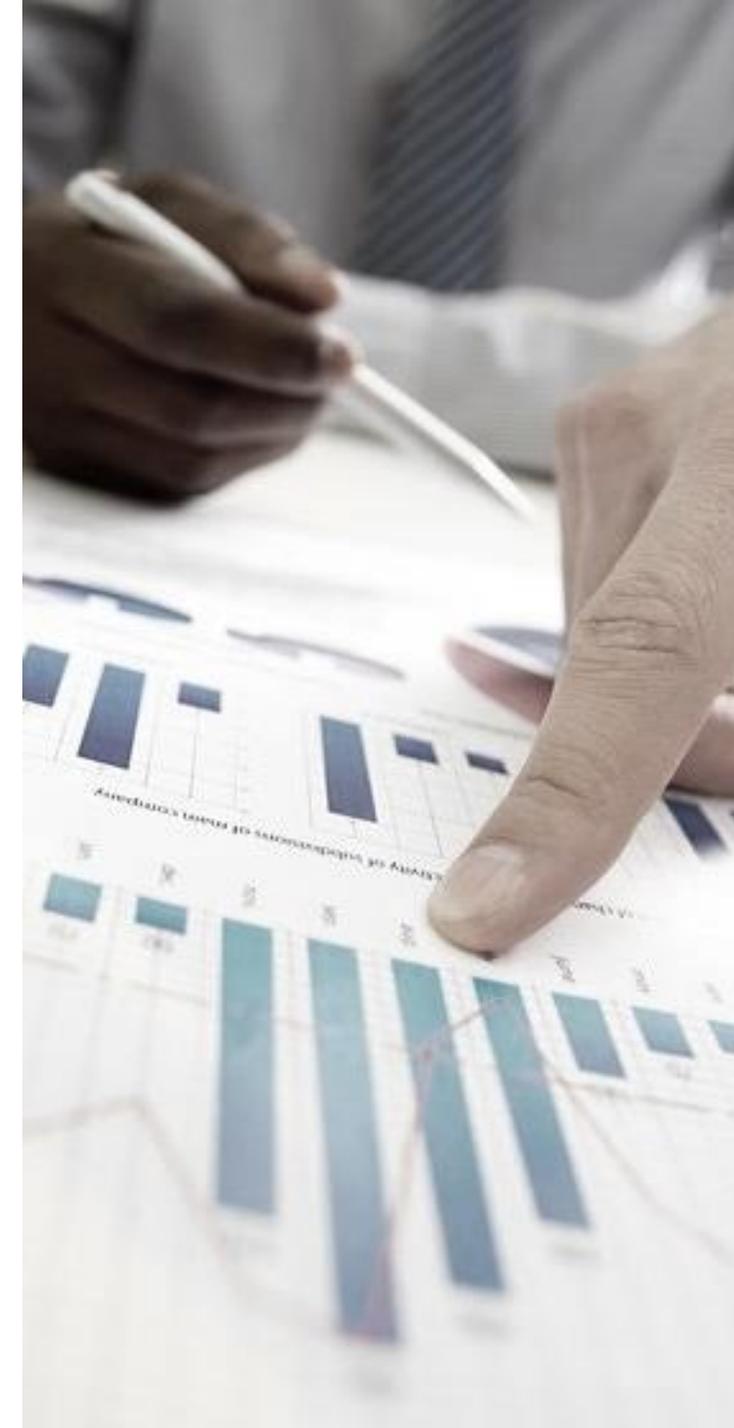




Do You Have The Right Suppliers?

In any evaluation, whether for current or new suppliers, it's important to assess a few critical factors to find clear evidence to support that you have the right suppliers.

- 1 Workforce Demographics** Does the supplier measure contingent workforce demographics, and can the supplier report on it?
 - 2 Internal Representation** Can the supplier demonstrate diverse representation in its ownership, leadership, and staff?
 - 3 Company Commitment** Does the supplier have well-defined, easy-to-articulate, substantive diversity programs?
-





Are the Suppliers Putting Diversity Into Action?

How is the supplier putting diversity into action? Can the supplier show key CW diversity wins, provide measurable diversity results, and demonstrate leading performance in CW programs?

- 1 Key Wins** **What is a key win?** It's a visible action to advance diversity in a contingent workforce program in collaboration with the Client and their MSP, if applicable.
 - 2 Measurable Results** **What are measurable results?** Actual, verifiable increases in underrepresented talent in a CW program and/or full-time workforce through conversion.
 - 3 Leading Performance** **What type of performance?** Any type of performance measured through scorecards – staffing performance, cost containment, compliance, etc.
-





Leverage Your CW Program to Advance CW Diversity

The client is a Fortune 500® pharmaceutical and biotechnology company. An outspoken corporate leader for workforce diversity, the client made a strong public commitment to become an employer of choice among racial and ethnic minorities and to achieve gender parity in leadership

Challenge

Despite many governmental, educational, and corporate programs to advance diversity in STEM fields, underrepresentation persists at all levels particularly for Black STEM talent.

Solution

AgileOne turned to Primary Talent Partners to deliver diverse talent. PTP deployed its onshore centralized delivery and Certified D&I recruiters to become a leading supplier.

Outcomes

PTP placed 100 STEM workers on assignment and converted 27 to FTEs in one year. More than 85% of the converted workers are diverse (Female, BIPOC).

Note: PTP was the #1 ranked supplier in 4 of 7 categories (and a top 4 supplier in the other three categories), on the most recent scorecard, Q3 2023.

**REAL
OUTCOMES**

**100
CONTINGENT WORKERS**

**27
CONVERTED TO FTEs**

**85%
FEMALE, BIPOC**

**#1
SUPPLIER PERFORMANCE**

Time for your questions...



Thank you to our sponsor...



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SIA MEMBER RESOURCES



- [Workforce Solutions Buyer Survey 2023-Europe Results](#)
- [The Future of Diversity, Equity, and Inclusion in the Contingent Workforce](#)
- [Best Practices in Contingent DEI](#)
- [MSP Global Landscape Report 2022](#)
- [Workforce Solutions Buyer Survey: 2023 Americas Results](#)
- [Developments in Data Privacy: 2022 Global Update](#)
- [Global Pay Transparency Laws](#)
- [Workforce Engagement Decisioning Tool](#)
- [CW Program Business Case Template](#)
- [VMS RFP Template](#)
- [MSP RFP Template](#)

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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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