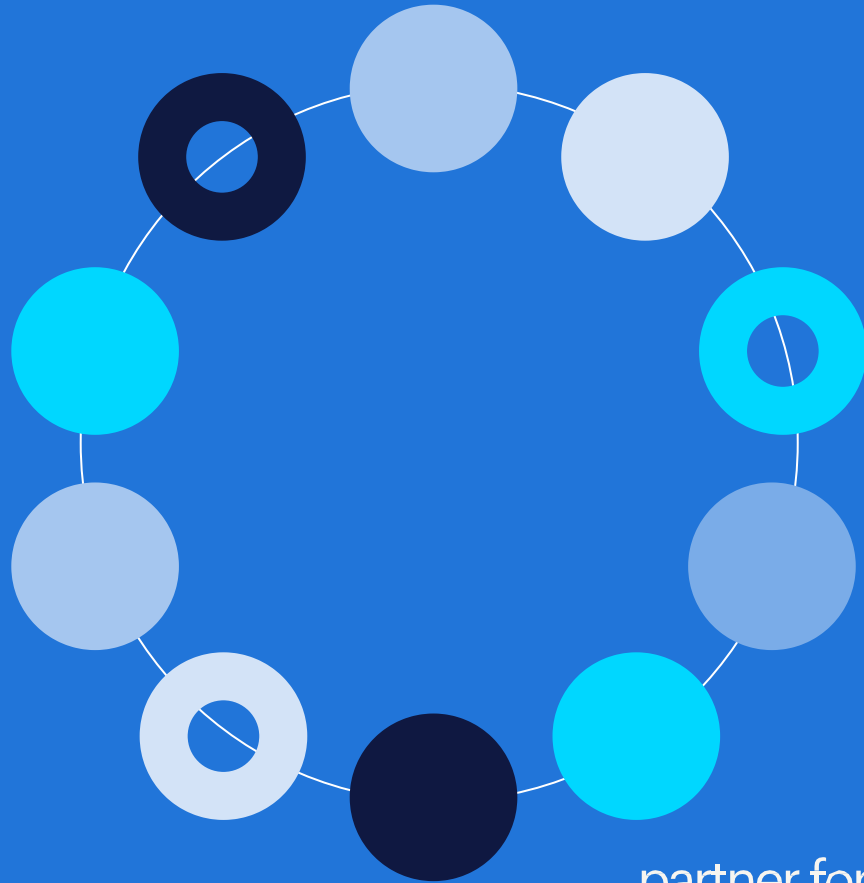
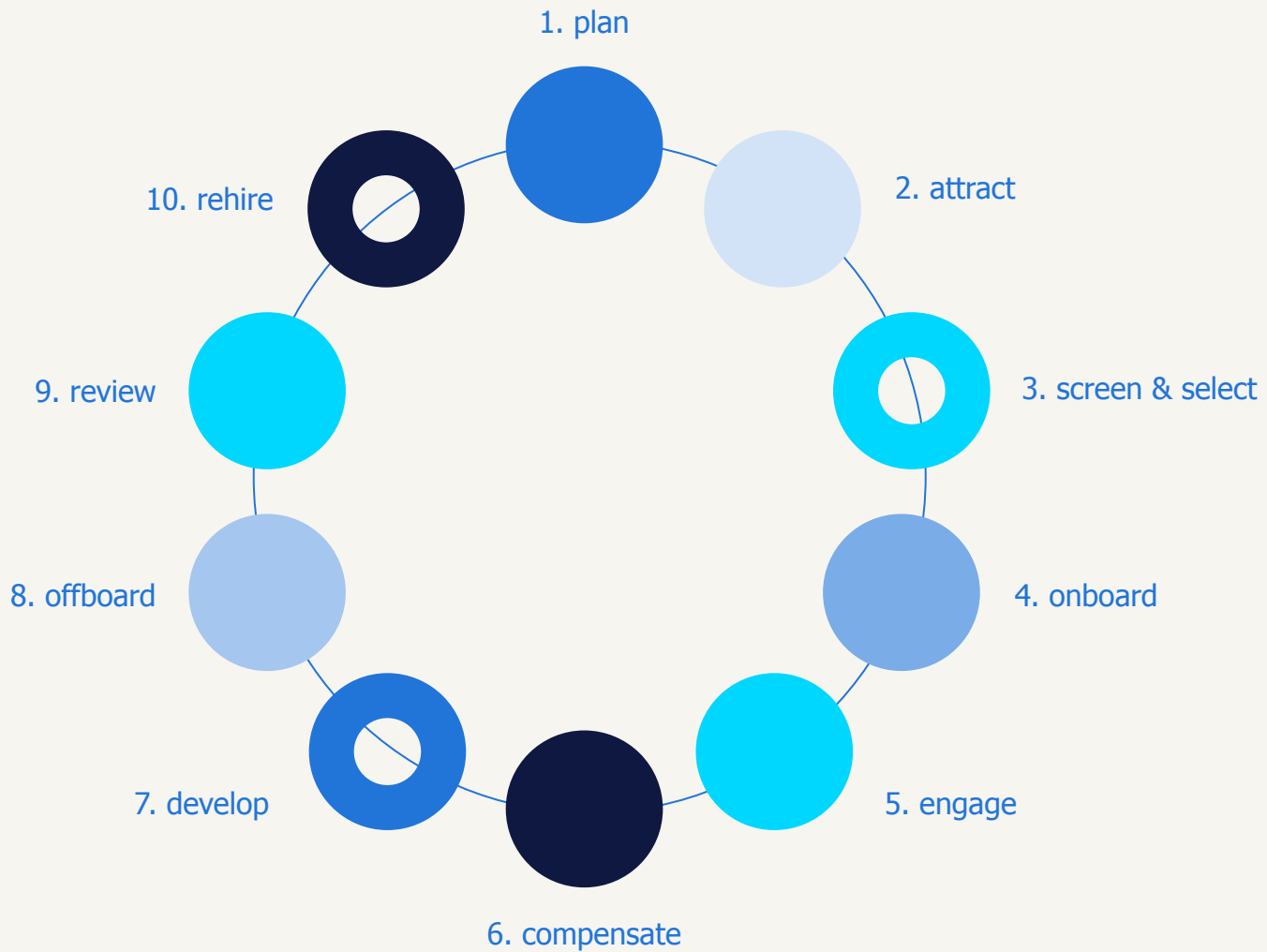


managing a
contingent workforce.



randstad

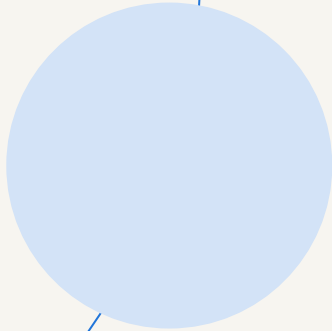
partner for talent.





1. plan

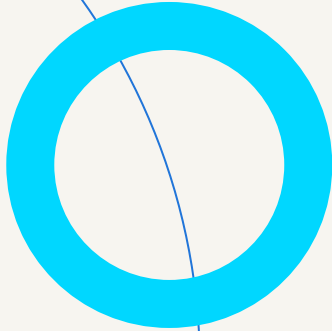
- identify your company's needs
- create a timeline for the recruiting process and hiring length
- consult a staffing agency if necessary



2. attract

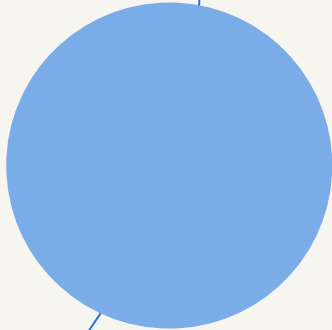
- understand the preferences and motivations of contingent workers
- revisit and reinforce your Employee Value Proposition (EVP) if necessary
- advertise job openings in relevant channels





3. screen & select

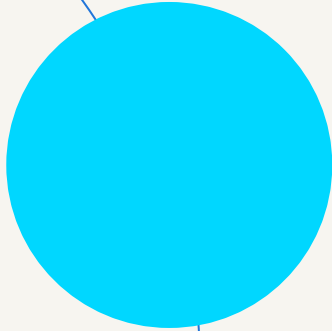
- conduct interviews
- evaluate candidates and make selections
- finalise employment terms



4. onboard

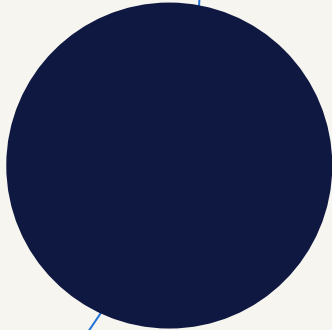
- clearly define roles and responsibilities
- provide necessary technology and tools
- assign a mentor for guidance
- establish effective communication channels
- schedule regular check-ins





5. engage

- foster an inclusive workplace culture
- encourage participation in team events
- integrate contingent workers into decision-making processes
- maintain an open-door policy for feedback



6. compensate

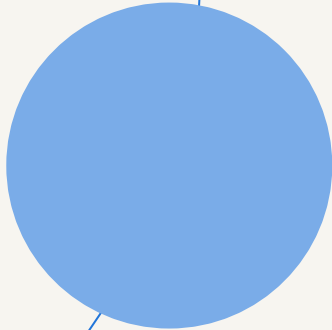
- offer competitive salary packages
- support work-life balance
- consider providing healthcare options
- offer additional benefits as applicable





7. develop

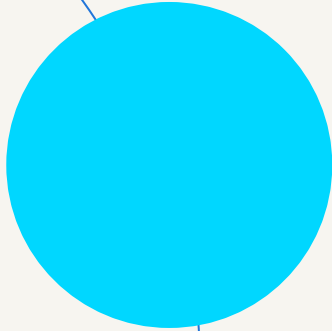
- provide training opportunities
- offer coaching and mentoring
- create pathways for career growth



8. offboard

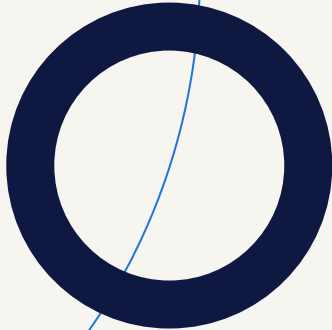
- conduct exit interviews to gather feedback
- ensure proper handover of responsibilities
- complete necessary administrative tasks
- maintain positive relationships for future opportunities





9. review

- evaluate the performance and contributions of contingent workers
- assess the overall effectiveness of the contingent workforce management process
- identify areas for improvement



10. rehire

- maintain a talent pool of former contingent workers
- reach out to high-performing contingent workers for future opportunities
- streamline the rehire process for efficiency



Contact one of our consultant for more information about contingent workforce management.

