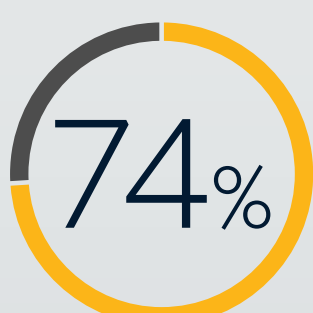


The Fragmentation of the Workforce

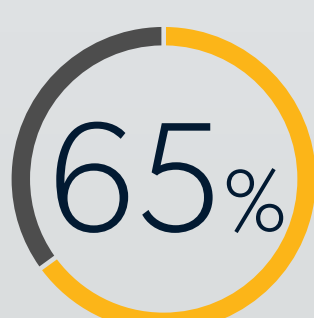
Companies Struggle to Engage All Talent Types

Today's professionals increasingly embrace engagements as contractors, freelancers, consultants, or other types of flexible workers. The result is a workforce that may seem fragmented as qualified, flexible workers are often hidden from view by siloed systems that focus primarily on traditional employees.

Among 2,000 global workers:



say the right freelance, contract, or other flexible projects can provide a career that is as fulfilling and lucrative as a conventional employee role



are more interested in flexible work today than they were 3 years ago



Total Talent: A Solution with Room to Grow

To tap into the full supply of talent, companies must be open to all engagement models. For many, the answer is a total talent approach that bridges gaps between legacy processes and technologies specific to each worker type that now allow us to see all workers through a single lens.

Among 1,800 global HR and business decision-makers:



can access employees, potential candidates, freelancers, contingent workers, workforce suppliers, and services partners on one system

Further, among decision-makers without their total workforce supply on a single platform:



are negatively impacted, facing challenges such as securing people to best fit their needs, engaging talent quickly enough, or securing workers at the optimum cost

Companies are Committing to Total Talent



plan to invest in technology to improve total workforce visibility over the next 2 years



are empowered by their culture, processes, and supporting systems to consider all talent options



plan to focus on bridging silos among HR, procurement, and line-of-business decision-makers over the next 2 years



break down tasks to evaluate how best to achieve desired outcomes before deciding which talent type to use

4 Ways to Align Strategies With How People Work

1. Reexamine how work gets done
2. Adopt technology to bring all workers into view
3. Position the organization and its value proposition to attract non-traditional workers
4. Define and commit to hiring manager success



Get the Report

Download the report to learn more about how applying a total talent approach to workforce management is within your reach.

[AllegisGroup.com/Workforce](https://www.allegisgroup.com/Workforce)