



Assessing and Optimizing Your Contingent Workforce

Learn how Workspend's **Contingent Workforce Current State Assessment** can help you to understand and control program costs, mitigate risks and future-proof your workforce.



The Challenge: Inefficient Contingent Workforce Management

In today's dynamic business environment, contingent workers – including contractors, freelancers, and temporary staff – play a **crucial role in supporting organizational goals**. However, navigating the complexities of contingent workforce can be overwhelming. Some of the challenges include:

- Difficulty controlling costs and identifying cost drivers
- Lack of visibility into spend and utilization
- Increased compliance and regulatory risks
- Difficulty attracting and retaining top contingent talent
- Inefficient processes and manual workflows
- Difficulty incorporating DEI and sustainability initiatives into contingent workforce programs
- Misalignment between CW strategy and overall business objectives compounded by market volatility

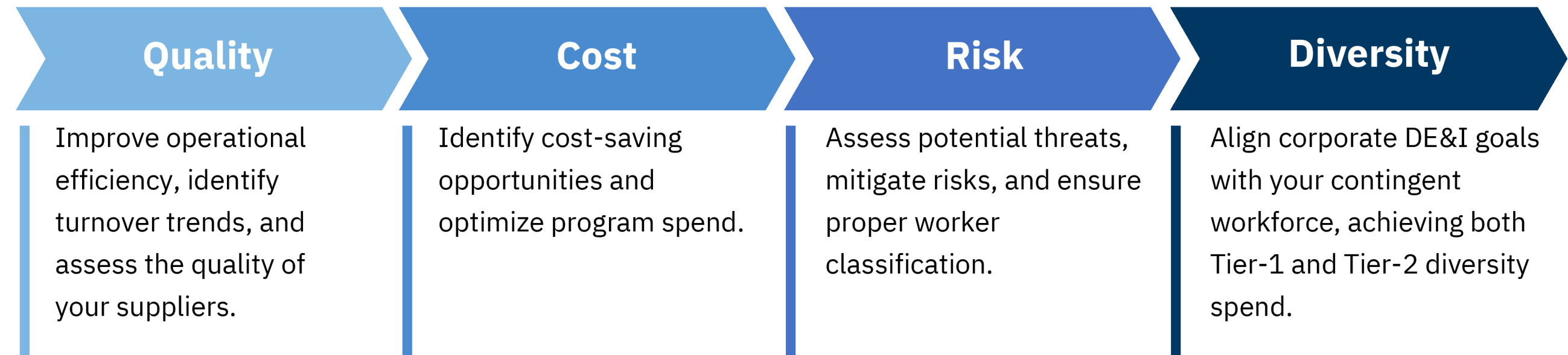




The Solution?

Our Contingent Workforce Assessment

In answer to this challenge, Workspend offers companies **360° business view** based around four key pillars to determine if changes to their contingent labor program are needed.



Our strategic approach transforms raw workforce data into actionable insights, enabling businesses to unlock operational efficiencies and drive sustainable growth.





Things you should know...

Before we get into how the assessment works, here are some things you should know first:

- ▶ The assessment process takes **under 4-weeks** to complete
- ▶ There is **no cost** associated with this assessment
- ▶ There is **no obligation** to engage with Workspend after the assessment has been completed
- ▶ We ensure **confidentiality** by signing a mutually agreed non-disclosure agreement (NDA) to protect your sensitive information

Additionally, our dedicated support team ensures seamless communication throughout the process. **Now, let's dive in!**



Step One

Request for Information

To get started, Workspend will review the following key factors:



Headcount: We will gather an accurate count of your contingent workforce across various locations and labor categories.



Current spend: We will evaluate your spend on contingent labor, including rates, fees, screenings, terms, and overall costs.



Business rules and processes: We conduct a thorough review of current policies, master service agreements, guidelines, and workflows governing contingent workforce management.



Identify known inefficiencies: We will analyze and understand the bottlenecks, challenges, and areas where your current processes fall short.



Capturing pain points: We will document the issues, concerns, and feedback from internal stakeholders regarding contingent workforce management.



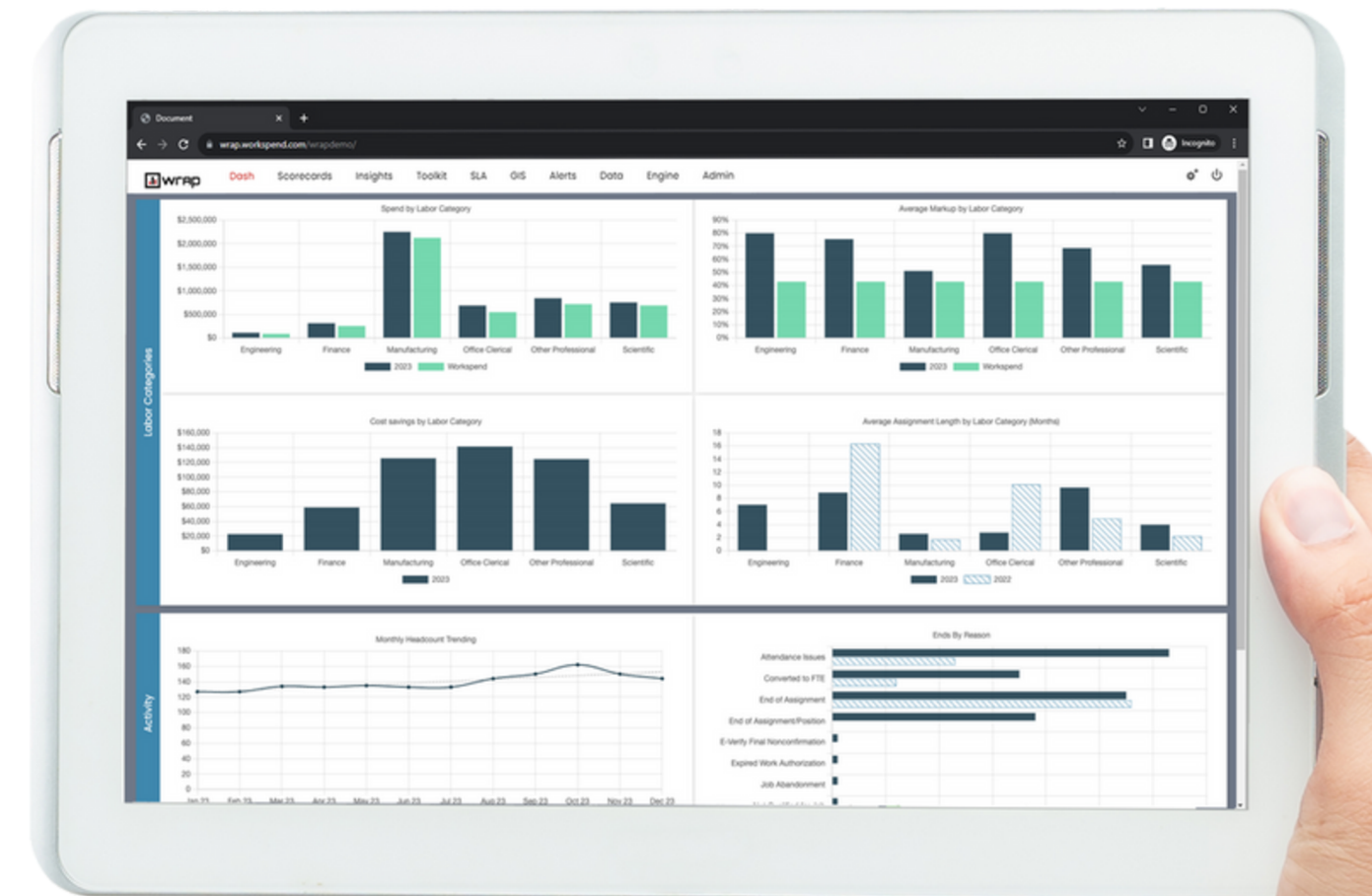
Step Two

WRAP Analysis

Workspend's Reporting & Analytics Platform (WRAP) centralizes all collected workforce data, providing a **comprehensive view of your contingent labor usage**. WRAP offers detailed analysis of key metrics—including headcount, turnover, spend, and markup rates—across your entire supplier base. **Interactive dashboards** and **predictive analytics** transform this data into **actionable insights** tailored to your organization.

Key data points include:

- ✓ Spend and headcount data by supplier, location, and labor category
- ✓ Contract terms and conditions
- ✓ Supplier performance metrics
- ✓ Compliance and risk assessments
- ✓ Internal processes and workflows, such as onboarding/offboarding
- ✓ Diverse versus non-diverse spend
- ✓ And more!





Step Three

Report and Recommendations

Based on the collected data and analysis, we will provide:

Comprehensive Assessment Report

We deliver a comprehensive, data-driven analysis of workforce trends and areas for improvement. Our report leverages advanced analytics and visualizations, including interactive dashboards, predictive modeling, and customizable metrics.

Actionable Recommendations

We provide specific, actionable recommendations to address identified challenges and improve program performance.

Roadmap for Implementation

We develop a roadmap outlining the steps required to implement recommended solutions, including timelines, resources, and responsibilities.





What does that leave you with?

This assessment helps your business to **transform its workforce data into action**, by providing:



Vendor Capability Report

outlining the capabilities and strengths of the current vendors, highlighting their suitability for your contingent labor needs.



Current Workforce Snapshot

detailed overview of your current workforce engaged in assignments, including their roles, locations, and contract types (1099 or W2).



Cost Analysis

of each vendor's markup rates and cost structures, enabling a cost-benefit comparison.



Recommendation Report

outlining whether implementing an MSP program is advisable, including recommendations for enhancing supplier diversity programs.



Business Case

presenting clear rationale for adopting or not adopting an MSP program, including projected benefits, potential cost savings, and risk assessments.

Your business will develop a deeper understanding of your contingent workforce needs, enabling you to make more informed decisions when selecting and partnering with an MSP.



Working With Us

At Workspend, we are dedicated to helping organizations manage their global workforce effectively and profitably, with ease. Through our MSP forward-thinking, innovative, and diverse approach, our team is committed to delivering exceptional results and helping our clients build a workforce that drives success.

By partnering with Workspend, you gain a trusted advisor committed to driving continuous improvement and sustainable success in your contingent workforce strategy.



- ▶ **Diverse supplier** - Workspend is a woman-led, minority-certified company. Partnering with us means 100% of your program spend qualifies as Tier 1 spend.
- ▶ **We supply the tech** - Our data-driven programs embrace leading-edge tech solutions that add ease of use and maximum value for all its users.
- ▶ **Tailored to fit** - We identify and deploy the optimal contingent workforce solution tailored to your specific business requirements.





Want to **gain visibility** over your program?

Book Your Contingent Workforce Assessment Today!



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