

THE GROWING TREND OF TOTAL TALENT MANAGEMENT

ARE YOU INCLUDING YOUR CONTINGENT WORKFORCE IN YOUR TOTAL TALENT STRATEGY?

For organizations that utilize both full-time employees as well as contingent labor, implementing a total talent strategy is necessary for a cohesive and efficient workforce. In this infographic, we highlight what total talent management is, why companies are choosing to implement it, and what barriers to adoption may exist.

WHAT DOES TOTAL TALENT INCLUDE?

PERMANENT TALENT, INCLUDING:

- Salaried full-time employees
- Hourly full-time employees
- Part-time employees
- Interns

CONTINGENT TALENT, INCLUDING:

- Temporary employees
- Independent contractors
- Freelance/gig workers
- SOW/Service providers



87% of managers and leaders polled consider their workforce to encompass more than their permanent or direct employees¹

USE OF CONTINGENT WORKERS IS GROWING

43% of companies utilize contingent labor²
[Ardent Partners]

32% of employers are replacing full-time employees with contingent workers to reduce costs³
[Gartner]

12% of employers use contingent workers to fill labor shortages due to illness
[Gartner]



TOTAL TALENT TRENDS

58% planned to implement a total talent management strategy within the following two years.
[Staffing Industry Analysts]

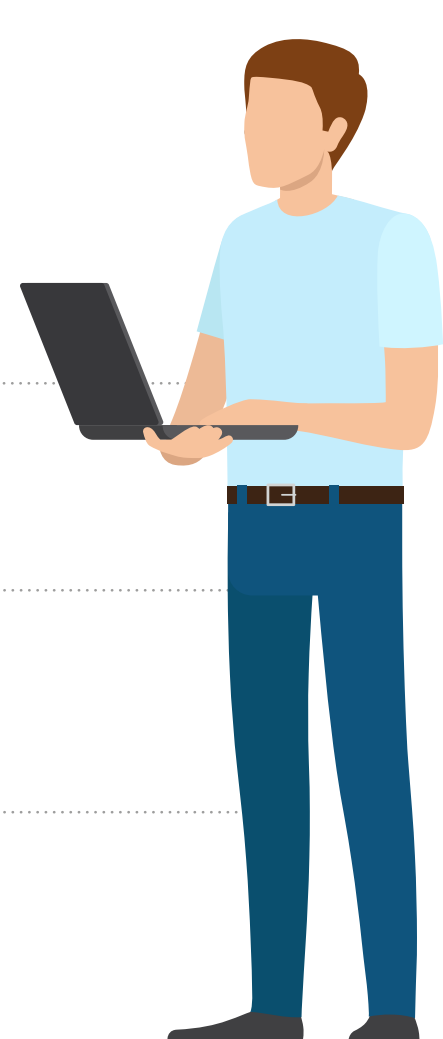
WHY DO COMPANIES WANT TO INCLUDE CONTINGENT LABOR IN TOTAL TALENT?

69% seek to control labor costs
[Ardent Partners]

61% want to measure various talent types
[Gartner]

61% need to cover skill shortages
[Gartner]

60% consider it essential to mitigate risk
[Gartner]

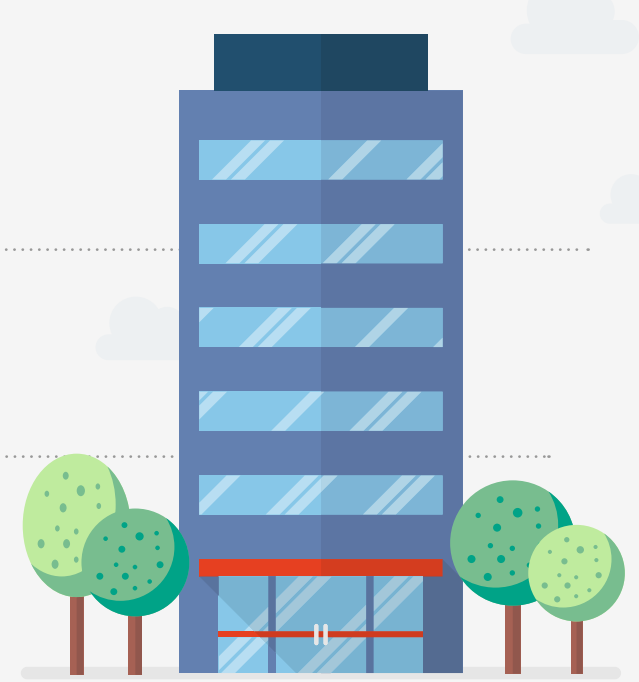


WHAT BARRIERS DO THESE COMPANIES FACE?

75% have organizational silos
[Ardent Partners]

46% lack data
[Gartner]

39% lack a compelling business case for change
[Gartner]



WHERE SHOULD YOU START?

To implement a total talent strategy, you need to understand your current workforce landscape. Ask yourself the following questions:



1

HOW MANY PERMANENT EMPLOYEES DOES YOUR COMPANY HAVE?



2

DOES YOUR COMPANY UTILIZE INDEPENDENT CONTRACTORS, SOW, FREELANCERS, OR TEMPS?



3

HOW MUCH OF YOUR WORKFORCE IS COMPOSED OF EACH OF THESE TYPES?

Once you have your workforce analyzed, you can begin to devise a strategy for managing your total workforce.

¹ MITSloan Management Review. (Apr 2021). 'Workforce Ecosystems. A New Strategic Approach to the Future of Work.' [Available online.](#)

² Ardent Partners. (May 2020). 'The State of Contingent Workforce Management 2020.'

³ Gartner. (Apr 2020). 'Cost Cutting and Employee Experience Survey, Gartner Optimizing Workforce Planning Investments Webinar Poll.'

⁴ SIA. (Oct 2019). 'Toward a Total Talent Future: A Competitive Business Advantage.' [Available online.](#)

CONTACT US

Find out how VectorVMS solutions can help you control costs, maintain compliance, and drive quality and efficiency throughout your contingent workforce program.

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