

# The drivers, the options and the benefits of managing a contingent workforce in-house



## introduction

Companies across the globe are currently experiencing a real battle for talent with 1.3m vacancies reported to be available in an uncertain economic climate. This has been a main driver of businesses considering the flexibility offered by contingent working as part of their employment strategy.

Our group sales director Dan Haslam, along side consultant Iain Shiells, deliver a webinar to discuss the potential benefits of managing a contingent workforce in house.

You can watch the webinar [in full here](#). Alternatively we have condensed the webinar into 4 topics so you can view the part that's most relevant to you. The topics are;

### key topics;

- 1 the available service models
- 2 the design of the ideal solution
- 3 talent attraction & technology
- 4 benefit realisation experience

### we also cover;

- behaviours in the market
- gaps in the supply market
- service quality & candidate experience
- gaining control over the entire process



## topic 1 - available service models

To kick off, Dan Haslam outlines the service options available in the market place including MSP, RPO, agency payroll, in- house and a hybrid model.

In this video we look at the supply chain contractual relationships and what each option means for your business.

Speaker Iain Shiells shares his valuable experience working with companies who are considering the benefits of setting up an in-house talent sourcing team.



## topic 2 - the design of the ideal solution



In our second video Dan & Iain take a closer look at the ideal solution for any company who wants to bring their contingent workforce management in-house.

Iain shares his experience of shopping around for the necessary software and solutions including the common challenges found.

Dan Haslam describes how **giant** designed the solution that overcame the challenges Iain and others were faced with. With **giant's** end to end solution companies can safely benefit from a contingent workforce whilst staying in control and reducing costs.





## topic 3 - talent attraction & the use of technology



The next topic takes a closer look at how the use of technology such as social media, AI and talent pools can enhance your recruitment process.

Iain talks through his experience of helping inhouse teams to adopt technology to help find talent and also ensure hirers improve the quality of their talent pools.

## topic 4 - benefit realisation experience

The final topic takes a look at how in house recruitment teams have realised the benefits of outsourcing the management of contractors.

Iain and Dan discuss how in house teams have seen that an improved candidate management and onboarding process has helped their teams secure candidates, reduce costs and help develop talent pools.



For over 30 years **giant** has been a specialist in contractor management.

Our flexible proprietary software and managed services platform, **giant precision**, can manage contractors throughout their life cycle, from candidate attraction, screening and on boarding to timesheet management, billing, employer of record, payroll and payments. In the UK and internationally.

