

THE CONTINGENT WORKFORCE ECOSYSTEM

Contingent workers are central to your operations and talent strategy. Building a robust ecosystem is crucial to stay compliant and efficient. Just like a finely tuned machine, every element—from talent pools to technology—must function seamlessly for optimal performance.

1

Contingent Workers



Workers employed on a temporary, freelance, or contract basis instead of as full-time employees. This includes independent contractors, freelancers, gig workers, temporary staff, and specialized consultants.

2

Employers



Organizations that leverage contingent workers to scale their workforce quickly, manage fluctuating demand, accelerate project timelines, or access specialized skills.

3

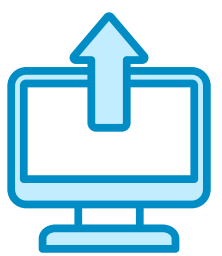
Talent Pools



Sources of contingent talent, such as temporary staffing agencies, freelance and gig platforms, and consulting firms. Staffing agencies primarily focus on filling individual roles. They often manage recruitment, vetting, onboarding, and sometimes payroll for contingent workers.

4

Technology Platforms



Software solutions that support the sourcing, managing, and paying of contingent workers. This includes time-tracking tools, project management platforms, and Vendor Management Systems (VMS) for workforce program management and supplier relationship management.

5

Compliance and Risk Management



Clear policies and systems to ensure contingent workers are engaged legally and ethically, following labor laws at local, national, and international levels. These measures also manage risks related to co-employment and worker misclassification.

6

Contingent Workforce Management (CWM)



CWM providers manage a company's entire contingent workforce program—overseeing relationships with multiple staffing agencies, ensuring compliance, and integrating Vendor Management Systems (VMS). CWM solutions go beyond talent sourcing to include strategic management, vendor oversight, contractor experience, workforce analytics, and process improvement.



Discover how LevelUP can support your contingent workforce needs with innovative solutions, advanced technology, and personalized talent strategies.

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