

THE CONTINGENT WORKFORCE

WORKFORCE

The Bureau of Labor Statistics defines the contingent workforce as those who “do not have an implicit or explicit contract for ongoing employment.” And this nontraditional way of working provides considerable business advantages, including increased flexibility for both employers and employees. But exactly who makes up the contingent workforce, and what is their outlook?

THE CONTINGENT WORKER: A SNAPSHOT.

- Represents 5.9 million people in the American workforce¹
- 47% are women¹
- Is more than twice as likely than noncontingent workers to be under age 25¹
- 60% are enrolled in school¹
- 8.5% hold a bachelor's degree or higher¹
- 55% of contingent workers would prefer to have a permanent job¹

WHAT DOES THE FUTURE LOOK LIKE?

- 50% of business say they've increased their use of contingent workers over the last 5 years²
- 40% of businesses expect to use more contingent workers over the next 5 years²
- 33% of organizations with more than 100K employees expect to have a workforce that's made up of roughly 30% contingent employees²

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SOURCES

1 <https://www.bls.gov/news.release/pdf/conemp.pdf>

2 <http://spendmatters.com/2017/05/12/new-study-dissects-organizations-ongoing-future-use-contingent-workforce/>

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